

*Truth & Reconciliation: Anglicans Respond*

**CONVENING CIRCULAR  
OF THE 157<sup>TH</sup>  
SYNOD  
2016**



ANGLICAN DIØCESE MONTREAL

*Vérité et Réconciliation: Les Anglicans Répondent*

**CONVOCATION  
AU 157<sup>E</sup>  
SYNODE  
2016**





May 18, 2016

**To the members of Synod**

Ladies and Gentlemen:

We hereby advise you that the Synod of the Diocese of Montreal will convene for its 157<sup>th</sup> Annual Session on Saturday, June 18<sup>th</sup>, 2016 in Fulford Hall, 1444 ave Union, Montreal. Registration opens at 7:30.

Synod is a time to address the business of the Diocese, to look at ways to build up the kingdom of God and discern the movement of the Spirit among us. Our theme for Synod 2016, "Truth & Reconciliation: Anglican's Respond", will be an opportunity for us as Anglicans in the Greater Montreal area to begin to respond to the Calls to Action in response to the Truth and Reconciliation Commission Report. We have a number of invited guests who will help us discern our next steps and it will be an important opportunity for us to share in God's call to act justly, to love mercy and to walk humbly with our God.

The Synod Eucharist will be held at 8:30 am in Christ Church Cathedral. The Bishop will deliver her address in worship, in lieu of a sermon. **Note: There is a \$20 registration fee for ALL attendees, which includes lunch, refreshments and snacks (see registration information available at [www.montreal.anglican.ca/synod](http://www.montreal.anglican.ca/synod)). Parishes are strongly encouraged to financially support their elected delegates.**

It is important to note that, in order to have a voice on the floor of Synod and to be able to vote, delegates must register during the time allotted Saturday morning.

All elected delegates are welcomed to register in the Main Foyer of the Synod office, from 7:30 - 8:30 am Saturday morning.

Clergy are asked to dress in their clerical attire, so that they may be identified by lay and new members of Synod.

Blessings,

*+ Mary Montreal*

Bishop Mary Irwin-Gibson, Chair  
The Revd Sophie Rolland, Clerical Secretary of Synod  
Valerie Taylor, Lay Secretary of Synod

PS. Please note that the convening circular can be found online at: [www.montreal.anglican.ca/synod](http://www.montreal.anglican.ca/synod). If you do not have access to the internet, please call us at the Synod Office, 514-843-6577 to make other arrangements by June 3<sup>rd</sup>, 2016.

**Diocese of Montreal**  
The Anglican Church of Canada



**Diocèse de Montréal**  
Église anglicane du Canada

Le 18 mai 2016

**Aux membres du synode**

Mesdames et messieurs:

Veillez prendre note que le synode du diocèse de Montréal se réunira pour sa 157<sup>e</sup> assemblée le samedi, 18 juin 2016 dans la Salle Fulford au 1444, avenue Union, Montréal. Les inscriptions commencent à 7h30.

Le synode est un moment pour aborder les affaires du diocèse, de voir comment bâtir le règne de Dieu et de discerner le mouvement du Saint-Esprit parmi nous. Notre thème pour le synode 2016 est «Vérité et Réconciliation : les Anglicans Répondent». En tant qu'anglicans du Grand Montréal, ce sera pour nous une opportunité de commencer à répondre aux appels à l'action issus du rapport de la commission «Vérité et Réconciliation ». Il y a un certain nombre d'invités qui nous aideront à discerner les prochaines étapes et ceci sera pour nous une opportunité importante de partager en l'appel de Dieu à agir avec justice, aimer la miséricorde et de marcher humblement avec notre Dieu.

La Messe du synode sera célébrée à 8h30 dans la Cathédrale Christ Church. L'allocution de l'évêque tiendra lieu de sermon. **N.B. : Les frais d'inscription pour TOUS les participants sont de 20\$ (vous trouverez le formulaire d'inscription à [www.montreal.anglican.ca/synod](http://www.montreal.anglican.ca/synod)). Ce montant couvre le dîner, les collations et les rafraîchissements. Nous encourageons vivement les paroisses à appuyer financièrement leurs délégués élus.**

Nous vous rappelons que, pour avoir les droits de parole et de vote durant l'assemblée synodale, les délégués doivent s'être inscrits le samedi matin.

Nous invitons donc tous les délégués élus à se présenter à l'entrée principale du bureau du synode entre 7h30 à 8h30 le samedi matin pour l'inscription.

Les membres du clergé sont priés de bien vouloir porter un habit ecclésiastique (chemise et col romain) afin qu'ils soient facilement identifiables par les laïcs et nouveaux membres du synode.

Que Dieu vous bénisse,

*+ Mary Montreal*

La très révérende Mary Irwin-Gibson, Évêque  
La rév. Sophie Rolland, secrétaire-greffière du clergé  
Valerie Taylor, secrétaire-greffière des laïcs

PS. Veillez prendre note que la circulaire de convocation est disponible au:  
[www.montreal.anglican.ca/synod](http://www.montreal.anglican.ca/synod). Si vous n'avez pas accès à internet, veuillez nous contacter au bureau du synode au 514-843-6577 afin de prendre arrangement au plus tard le vendredi 3 juin 2016.

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## **B. INFORMATION FOR SYNOD DELEGATES**

### **1. The Convening Circular**

This circular is available online at [www.montreal.anglican.ca](http://www.montreal.anglican.ca). If you need a printed version of the circular, please call the Synod Office at 514-843-6577 to make arrangements by June 3<sup>rd</sup>, 2016.

Please do not discard your Convening Circular after Synod. It contains reports of committees, financial statements, and parish statistics that are part of the official proceedings. In order to conserve paper and cut costs, it was decided at the 1996 Synod not to reprint this information in the Synod Journal. The official bound copy of the Journal kept on file in the Diocesan Archives will contain a complete set of reports.

### **2. Directions to Synod**

The business meeting of Synod will take place in Fulford Hall, which is located on the second floor of Cathedral Place – Tour KPMG – entrance located at 1444 Union Avenue.

### **3. Parking/Transportation**

Indoor public parking is available in the Cathedral Place – Tour KPMG Parking Garage (on Union Avenue, south of de Maisonneuve). Parking on Saturday is available at \$7 (cash or credit card only) all day. If you prefer to use public transit, the nearest Metro station is McGill.

### **4. Registration**

**You must register prior to Synod.** Please complete the Registration form available at [www.montreal.anglican.ca/synod](http://www.montreal.anglican.ca/synod). Upon arrival on the site, please go to the second floor of Cathedral Place. Please note that there will be a \$20 registration fee due at the time of registration to Synod. This fee includes all snacks and refreshments, as well as lunch.

### **5. Synod Members**

The names of Synod members, both clerical and lay, are listed on the Diocesan website [[www.montreal.anglican.ca/synod](http://www.montreal.anglican.ca/synod)]. If you are a member of Synod and your name is not on the lists, please contact Robert Camara at [rcamara@montreal.anglican.ca](mailto:rcamara@montreal.anglican.ca) or 514-843-6577 x231 as soon as possible.

### **6. Identity Card**

Registered members and visitors of Synod are identified by a nametag. Nametags will be issued at registration for Synod.



## **7. New Delegates**

On Saturday morning, from 8:00 – 8:30 am, a briefing session for new Synod Delegates will take place in St. Anselm’s Chapel, on the second floor of Cathedral Place. A document entitled “New Delegate Handbook” is available for download from the diocesan website at [www.montreal.anglican.ca/synod](http://www.montreal.anglican.ca/synod).

## **8. Display Tables**

Exhibitors have been invited to showcase their ministries with display tables. Display tables will be located in the main entrance.

## **9. Communication Devices**

Out of respect for the Synod proceedings attendees are asked to limit the use of electronic devices to the downloading of documents pertinent to the proceedings. Members are asked to reserve communications to outside parties and browsing to outside the session and to set all devices to silent.

## **10. Coffee Cups**

Taking an eco-stance, this year again the Synod Planning Committee kindly asks you to please bring your own reusable cup or mug to Synod. There will be a limited supply of eco-friendly cups available.

## **11. Water and Coffee Stations**

Water and refreshment stations will be located in the lounges and spaces outside Fulford Hall throughout the day. You are welcome to bring your own water bottles for refill.

## **12. No Smoking**

Cathedral Place is a non-smoking building. Designated areas for smoking are available outdoors.

## **13. Agenda**

The agenda is available in this Circular. Please note that the Chair will attempt to deal with motions at the times listed in the Agenda, but the debating process may make changes necessary.

#### **14. Delegate Status**

Only delegates and/or substitute delegates whose names were previously submitted to Synod Office may register and vote at Synod. If both delegate(s) and substitute delegate(s) are unable to serve, the parish must hold another Vestry Meeting to elect a new delegate(s). Please note that Robert Camara (rcamara@montreal.anglican.ca or (514) 843-6577 ext. 231) must be notified (in advance of Synod) of the date of the Vestry Meeting and given the name(s) and the pertinent information of the new delegate(s) elected. Delegates and/or substitute delegates registered at Synod are the representatives for the entire Synod and may not be replaced at any point during Synod.

#### **15. Voting Privileges**

We draw your attention to point 13 under Section A – Constitution of Synod:

A.13 No delegates shall be allowed to take part in the proceedings of Synod, so long as any assessment payable to the Diocese by the parishes, missions or cures which they represent, for any prior year remains unpaid.

Diocesan Council, at their meeting of September 8, 1998, approved the following interpretation of Section A.13:

1. The intent of A-13 is to illustrate the seriousness of not paying all assessments, but without excluding congregations from any part of diocesan life.
2. The impediment at Synod would apply only to votes on matters financial.
3. It would apply only to lay delegates (the licensed clergy being present by right).
4. It applies to arrears for the previous year.

## C. RENSEIGNEMENTS POUR LES DÉLÉGUÉS DU SYNODE

### 1. La circulaire de convocation

Ce document est disponible en ligne à [www.montreal.anglican.ca](http://www.montreal.anglican.ca). Si vous n'avez pas accès à l'internet, veuillez nous contacter au bureau du synode au 514-843-6577 afin de prendre arrangement au plus tard le vendredi 3 juin 2016.

Veillez ne pas le jeter après le synode, vu qu'il contient les rapports des comités, les états financiers et les statistiques des paroisses, ces informations faisant partie des travaux officiels. Les délégués du synode de 1996 ont décidé de ne pas les ré-imprimer dans le Journal du Synode pour économiser le papier. L'exemplaire officiel du Journal contiendra tous les rapports et sera gardé dans les archives du diocèse.

### 2. Le lieu du synode

La séance de travail se tiendra dans la Salle Fulford au premier étage de la Place de la Cathédrale (la tour KPMG) et l'entrée se situe à 1444, avenue Union.

### 3. Le stationnement/ Transport

On peut stationner sa voiture dans le Garage de la tour KPMG, place de la Cathédrale. L'entrée se trouve sur l'avenue Union, au sud de De Maisonneuve. Le coût le samedi est de 7\$ pour toute la journée. Si vous préférez prendre les transports en commun, le métro le plus proche est McGill.

### 4. Les inscriptions

Vous devez vous inscrire avant le jour du synode. Veuillez compléter le formulaire d'inscription disponible sur le site web du diocèse au [www.montreal.anglican.ca/synod](http://www.montreal.anglican.ca/synod). Lors de votre arrivée sur le site, veuillez vous présenter au premier étage de la Place de la Cathédrale.

### 5. Membre du synode

Les noms des membres du synode, clergé et laïques, sont listés sur le site web du diocèse [[www.montreal.anglican.ca/synod](http://www.montreal.anglican.ca/synod)]. Si vous êtes un(e) membre du synode et que votre nom n'est pas sur la liste, veuillez contacter Robert Camara à [rcamara@montreal.anglican.ca](mailto:rcamara@montreal.anglican.ca) ou 514-843-6577 x232 dès que possible.

## **6. Carte d'identité**

Les membres inscrits et les visiteurs du synode seront identifiés par un badge. Les badges seront émis lors de l'inscription le jour du synode.

## **7. Les nouveaux délégués**

Il y aura une séance d'orientation pour eux le samedi matin entre 8h00 et 8h00 dans la chapelle St. Anselm au premier étage de la Place de la Cathédrale. On peut télécharger un document appelé « Guide pour les nouveaux délégués » depuis le site-web du diocèse à [www.montreal.anglican.ca/synod](http://www.montreal.anglican.ca/synod).

## **8. Tables des exposants**

Des exposants ont été invités à exposer leurs ministères. Des tables d'expositions seront disponibles au premier étage de la Place de la Cathédrale.

## **9. Dispositifs de communication**

Par respect pour le déroulement du synode, les participants sont invités à limiter l'utilisation de leurs appareils électroniques au téléchargement de documents relatifs au déroulement du synode. Les membres sont également priés d'effectuer toute communication téléphonique et navigation internet à l'extérieur de la salle de rencontre et de mettre en tous les appareils sur mode silencieux.

## **10. Tasses à café**

Cette année encore, le Comité organisateur du synode vous prie de bien vouloir apporter votre propre tasse réutilisable au synode. Il n'y aura qu'un nombre limité de tasses par éco-geste.

## **11. Les distributeurs d'eau et les coins-café**

Ils se trouveront au premier étage de la Place de la Cathédrale. Nous vous invitons à apporter votre bouteille pour la remplir d'eau.

## **12. Environnement sans fumée**

La Place de la Cathédrale et ses salles sont des zones non-fumeurs. Il y a quelques endroits en plein air qui sont désignés zones fumeurs.

### **13. L'ordre du jour**

Vous trouverez l'agenda dans cette circulaire de convocation. La présidente tentera d'y intégrer les propositions de modification qui y seront inscrites, mais il peut y avoir des changements dûs aux débats.

### **14. Votre statut de délégué**

Ne peuvent s'inscrire et voter que les délégués et leurs suppléants dont les noms ont été envoyés à l'avance au bureau du synode. Si les deux, délégué et suppléant, ne peuvent remplir leur mandat, la paroisse concernée doit en élire d'autres en assemblée générale.

Si tel est le cas, vous devez en aviser Robert Camara (rcamara@montreal.anglican.ca ou (514) 843-6577, poste 231), et ce, avant le début du synode. Les délégués ou suppléants qui sont inscrits le jour du synode sont les représentants de leur paroisse pour la durée des travaux et ne peuvent être remplacés pendant leur cours.

### **15. Le droit de vote**

Nous attirons votre attention au point 13 de la Section A de la Constitution du synode.

A.13 Dans le cas où une paroisse, une mission ou tout autre organisme n'est pas à jour dans le règlement de leur cotisation de l'année en cours ou des années précédentes, son délégué ne sera pas autorisé à participer aux débats ou votes.

Le Conseil du diocèse, à sa séance du 8 septembre 1998, a approuvé l'interprétation suivante de la Section A.13 :

1. Le but de A-13 est d'illustrer l'importance de payer les cotisations au complet, mais sans pénaliser les paroisses de toute participation aux décisions diocésaines.
2. La pénalisation au synode ne s'appliquerait qu'aux votes sur des questions financières.
3. On ne la ferait appliquer qu'aux délégués laïcs (le clergé étant présent de droit).

## D. AGENDA

SATURDAY, JUNE 18, 2016, Cathedral Place

SAMEDI, 18 JUIN 2016, Place de la Cathédrale

### Registration / Inscription

|                |   |  |
|----------------|---|--|
| 7:30 am        | Registration and Coffee/Snacks<br><i>Inscription et Café/Collations</i> | Registration Committee<br><i>Comité d'inscription</i>                  |
| 8:00 – 8:30 am | New Delegates Orientation<br><i>Orientation des nouveaux délégués</i>   | The Rev'd/ le rév'd James Pratt<br><i>Chapelle St. Anselm's Chapel</i> |

### Opening Session of Synod / Séance d'ouverture du synode

|          |   |  |
|----------|---|--|
| 8:30 am  | Quorum<br><br>Synod Eucharist and the Bishop's Charge<br><i>Eucharistie du synode et charge de l'évêque</i>   | M <sup>e</sup> David Eramian<br><i>Cathédrale Christ Church Cathedral</i><br>Bishop Mary Irwin-Gibson & Worship Team<br><i>Évêque Mary Irwin-Gibson et équipe du culte</i> |
| 9:45 am  | Transition to Fulford Hall<br><i>Transition au salle Fulford</i><br>Coffee and Snacks<br><i>Café et collations</i>  | "Le Salon"   |
| 10:15 am | Safety Announcements<br><i>Annonce pour la sécurité</i>   | Arch. Bill Gray  |
| 10:20 am | Greetings from Ecumenical Partners<br><i>Salutations des partenaires œcuméniques</i>  | Ecumenical partners<br><i>Partenaires œcuméniques</i>  |
| 10:40 am | Opening business and nominations<br><i>Remarques préliminaires et nominations</i><br>Election of Lay Secretary of Synod<br><i>Élection du / de la secrétaire laïc/laique du synode</i><br>Election of Clerical Secretary of Synod<br><i>Élection du / de la secrétaire ecclésiastique du synode</i><br>Election of Diocesan Treasurer<br><i>Élection du trésorier diocésain</i><br>Appointment of Auditors<br><i>Nomination des auditeurs</i> | Arch. Bill Gray  |

|          |  |  |
|----------|--|--|
|          | Approval of Minutes of Synod 2015<br><i>Approbation du procès-verbal du synode 2015</i>                                |  |
|          | Appointment of Committees of the House<br><i>Nomination des comités</i>  |  |
|          | Privileges of the Floor<br><i>Privilèges des intervenants</i>  |  |
|          | Regrets<br><i>Membres absents</i>  |  |
|          | Presentation of Motions, Memorials and Petitions<br><i>Présentation des modifications, mementos et pétitions</i>       |  |
|          | Presentation of Canonical Changes<br><i>Présentation des changements aux canons</i>                                    |  |
|          | Reception of Report of Diocesan Council<br><i>Réception du rapport du conseil du diocèse</i>                           |  |
|          | Reception of Reports on Parochial Statistics<br><i>Réception des rapports statistiques des paroisses</i>               |  |
|          | Reception of Other Reports<br><i>Réception des autres rapports</i>   |  |
| 11:00 am | Truth & Reconciliation: Discovering the Next Steps<br><i>Vérité et réconciliation: Découvrir les prochaines étapes</i> | Arch. Michael Thompson<br>M <sup>e</sup> Catherine Gibson<br>Bishop/Évêque Barbara Andrews |
| 12:15 pm | Grace<br><i>Grâce</i>  | Bishop Mary Irwin-Gibson<br>Évêque Mary Irwin-Gibson                                       |
| 12:30 pm | Opening of balloting<br><i>Ouverture du scrutiny</i>   |  |
|          | Lunch<br><i>Dîner</i>  | “Le Salon” or outside ( <i>ou à l’extérieur</i> )  |

Afternoon Session / Séance de l'après-midi

|                |  |   |
|----------------|--|---|
| 1:30 pm        | Worship<br>Prière  | Fulford Hall<br>La salle Fulford  |
| 1:45 pm        | Finance Presentation & Questions<br><i>Présentation des finances et questions</i>  | Mr / M. Ron O'Connell   |
| <b>2:45 pm</b> | Break<br><i>Pause</i>  |   |
| 3:00 pm        | Truth & Reconciliation: How do we Respond (Panel Discussion)<br><i>Vérité et réconciliation: Comment réagir (discussion de groupe)</i> | Ms / Mme Jennifer Henry<br>Arch Michael Thompson<br>Bishop/Évêque Barbara Andrews<br>Ms / Mme Michele Audette<br>The Rev'd/la rév'd Annie Ittoshat<br>M <sup>e</sup> Catherine Gibson |
| 4:15 pm        | Break<br><i>Pause</i>  |   |
| 4:30 pm        | Worship<br>Prière  | Fulford Hall<br>La salle Fulford  |
| 4:45 pm        | Balloting closes<br><i>Fermeture du scrutin</i><br>Members' Forum<br><i>Débat</i>  | Bishop/Évêque Mary Irwin-Gibson   |
| 5:15pm         | "Learning from Synod 2016"<br>« Apprendre du synode 2016 »   | Bishop/Évêque Mary Irwin-Gibson   |
| 5:35 pm        | Retirement/Leave Recognition<br><i>Reconnaissance à la retraite et au départ</i>   | Bishop / Évêque Mary Irwin-Gibson   |
| 5:50 pm        | Closing Prayer<br><i>Prière de clôture</i>   | Bishop / Évêque Mary Irwin-Gibson   |
| 5:50 pm        | Cocktail<br><i>Prière de clôture</i>   | Salon Hollis Lounge   |



## **E. NOMINATING COMMITTEE OF SYNOD - COMITÉ DE NOMINATIONS DU SYNODE**

### **Nominations for Election to Diocesan Council by Synod 2016**

*(3 of each order to be elected for a one-year term)*

#### **Clergy**

The Rev'd Bruce Graham  
The Rev'd Gwenda Wells

#### **Lay**

Ms. Anne Claude Geoffrion

*(More names to come from the floor of Synod)*

### **Elected to Diocesan Council by Deanery Chapters**

*(one lay or clergy elected for a three-year term, alternating)*

#### **Clergy**

The Rev'd Keith Schmidt, Hochelaga (2014)  
The Rev'd Karla Holmes, Western Montreal (2014)  
The Rev'd Andy O'Donnell, Bedford/Brome-Shefford (2014)  
Delegate to be named, Christ Church Cathedral (2016)

#### **Laity**

Mrs. Helen Haslam - Pointe-Claire (2015)  
Mr. Grant Weller - Ste-Anne (2015)  
Ms. Valerie Bennett, South Shore (2014)  
Ms. Pam Layton, Laurentians (2016)

**Diocesan Delegates Elected to General Synod 2016**

(2 of each order, plus 2 alternates of each order and one Lay Delegate between the age of 16 and 24, plus one alternate) for a three-year term

**Clergy Delegates**

The Rev. Rhonda Waters  
The Rev. Nicholas Pang

**Lay Delegates**

Mrs. Valerie Bennett  
Mrs. Susan Winn

**Clergy Alternate Delegates**

The Rev. Robert Camara  
The Ven. Ralph Leavitt

**Lay Alternate Delegates**

Mr. Dion Lewis  
Mrs. Ann Cumyn

**Lay Youth Delegate**

Ms. Elodie Lambert

**Alternate Lay Youth Delegate**

Mr. Ben Stuchbery

**Elected by Synod to Synod Planning Committee 2015-2017**

Mr. Jeffrey Goernet  
Ms. Deborah Hinton  
Ms. Joyce Laduke  
Ms. Yvonne Wakling

The Rev'd Dr. Chris Barrigar  
The Rev'd Alain Brosseau  
The Very Rev'd Paul Kennington  
The Rev'd Brian Perron

## **F. PROPOSED CANONICAL CHANGES / CHANGEMENTS CANONIQUES PROPOSÉS**

None / Aucun

## **G. PROPOSED CONSTITUTIONAL CHANGES - CHANGEMENTS CONSTITUTIONNELS PROPOSÉS**

None / Aucun

## **H. MOTIONS - PROPOSITIONS DE MODIFICATIONS**

### **Motion "A" - Election of a Diocesan Treasurer**

Moved by: Bill Gray  
Seconded by: Robert Camara

Be it RESOLVED, that Synod elect Mr. Ronald O'Connell as Diocesan Treasurer.

### **Motion «A» - Élection du trésorier diocésain**

Proposée par: Bill Gray  
Appuyée par: Robert Camara

Qu'il soit RÉSOLU que le Synode élise M. Ronald O'Connell à titre de trésorier diocésain.

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### **Motion "B" - Nomination of Auditors**

Moved by: Bill Gray  
Seconded by: Robert Camara

Be it RESOLVED, that Synod nominate the firm of BDO Dunwoody LLP to serve as Auditors for the 2016 fiscal year.

### **Motion «B» - Nomination des vérificateurs**

Proposée par: Bill Gray  
Appuyée par: Robert Camara

Qu'il soit RÉSOLU que le Synode nomme la firme BDO Dunwoody s.r.l. à titre de vérificateur pour l'exercice financier 2016.

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**Motion "C" - Budget**

Moved by: Ronald O'Connell

Seconded by: Bill Gray

Be it RESOLVED, that Synod adopt the 2017 Operating Budget as published.

**Motion «C» - Budget**

Proposée par: Ronald O'Connell

Appuyée par: Bill Gray

Qu'il soit RÉSOLU que le Synode adopte le budget de fonctionnement pour l'année 2016 tel que publié.

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## **I. SYNOD REPORTS - RAPPORTS DU SYNODE**

### **Diocesan Council report 2016**

*Valerie Taylor and Sophie Rolland*

#### **September 8, 2015 Meeting**

The Executive Archdeacon, on behalf of Council, welcomed Bishop-Elect Mary and assured her of our support and prayers.

The Bishop-Elect thanked everyone for the warm welcome she has received and spoke of how she is looking forward to this new phase of Ministry.

The Bishop-Elect announced that the Rev. Josée Lamoine is now curate at St. George's Place du Canada.

Bishop-Elect Mary announced that St. Patrick's Bolton East has been sold for 1dollar to the municipality.

The Executive Archdeacon, informed Council that work on the new diocesan Vision 2020 was continuing.

Council received the 2016 Budget.

Council received the July 2015 Finance Report.

Council reviewed listing of Accounts Receivable *in camera*.

Council reviewed motions for 2015 Synod.

Council heard that the Clergy Conference had changed location and would be held at CAMMAC.

Preparations for the Conference Synod were presented to Council.

#### **November 17, 2015 Meeting**

The Executive Archdeacon, the Ven. Bill Gray proposed a time change of Council meetings and a change to the date of Diocesan Synod. These decisions were reported to a later time after wider consultation took place.

Council decided that the Diocesan Council minutes would be available on the website with a password protection.

The Ven Paul Kennington was elected vice-chair of Council.

Mrs. Ann Cumyn gave a brief orientation for Council Members.

Council received a presentation by Mr Mark Dunwoody outlining elements of the St James Montreal Church Plant.

Council approved an additional 100K for the Church Plant Budget.

Council received a General Synod Report.

### **December 8, 2015 Meeting**

Bishop Mary announced the appointment of the Rev. Graham Singh to the St. James Church Plant.

The Executive Archdeacon, the Ven. Bill Gray, announced to Council that a team of trained facilitators has been assisting a local parish in a restorative listening process. The Diocese hopes that this team could now be an ongoing resource to parishes facing significant conflicts.

The Chancellor told Council that the St James the Apostle's Corporation will continue with new officers. Initially the Church Plant will be designated as a mission parish with an incumbent. This will be a temporary measure until the parish becomes self-sustaining from its own funds. The Bishop added that there is a need to maintain the charitable status of St. James the Apostle which is why the corporation will not be dissolved.

Bishop Mary indicated that all major reorganization of church interiors will need to be discussed with the Territorial Archdeacon and the Diocesan Liturgical Officer, Dean Paul Kennington. A clear explanation of this process will be included in the Clergy and Warden's Handbook. It is not considered necessary to make a new canon at present.

Mrs. Sue Winn presented a video from the Council of the North to Council.

Council received the financial report.

Council received report on accounts receivables.

The Chancellor updated Council on progress resulting from the two motions passed at Synod.

The Bishop noted that St. Paul's Lachine is now up for sale.

**January 13, 2014 Meeting**

Council heard a report on Natural Church Development.

The bishop announced that the Ven. Linda Borden Taylor is currently on sabbatical but will soon be doing an interim in Knowlton during the Rev Tim Wiebe's sabbatical.

Bishop Mary announced that the Rev. Annie Ittoshat has moved her community to St. Andrew and St Mark's Dorval.

Bishop Mary announced that the Rev. Amy Hamilton is continuing to care for members of St. James the Apostle but that she will be appointed to the Cathedral as of March 1.

The bishop announced that the Rev. Jennifer Bourque will be appointed to the Cathedral on a part-time basis.

The bishop announced that the Rev. Rhonda Waters will be moving to Ottawa in February.

The bishop announced that the Rev. Ken Grey has been appointed as the new Dean in the Anglican Parishes of the Central Interior.

Council heard that Diocesan Synod will take place June 18th. It will be a one-day Business Synod and the Theme will be following up on Truth and Reconciliation.

Bishop Mary informed Council that a group of 9 representatives from the Diocese will be attending the Vital Church Conference, January 28-30.

The Executive Archdeacon, the Ven. Bill Gray, announced that follow-up continues on the Canonical motion passed at Synod regarding a new procedure for the electing of Bishops.

Council heard a report on how the motion to divest from fossil fuel was being implemented.

The Executive Archdeacon noted that the Secretaries had been preparing synopses of the Council meetings and that it would be preferred to have them on the web site rather than the entire minutes.

Council heard a report by Mr. Mark Dunwoody and Ms. Lee-Ann Matthews on the upcoming Children's Ministry Symposium.

**February 16, 2016 Meeting - cancelled due to storm**

### **March 8, 2016 Meeting**

The Bishop announced that the Rev. Robert Camara has agreed to take up some of the work in the Human Resources office due the departure of Ms. Sophie Bertrand.

Last Sunday the Evergreen congregation held their Closing Service with the Rev. Dr. Neil Mancor officiating. They will be joining St George's, Ste-Anne-de-Bellevue.

This will be the last meeting of Council for Archdeacon Michael Johnson who is retiring and moving to Ontario.

Council adopted the Policy on Sustainable and Strategic Ministry

Council adopted the Policy on Account Arrears Management.

The Rev. Mark Whittal from the Diocese of Ottawa from St Alban's Church in Ottawa presented some of his findings from his recent book.

Two applications for Anglican Foundation grants were accepted in principle by Council. They were for the installation of an elevator and for electrical improvement at the Cathedral.

Council heard a presentation by Mr. Dunwoody on the work of Vision 2020, the new diocesan strategic plan.

Council was informed of a Stewardship Day, Saturday May 7th at Fulford Hall. This day will be specially geared to church treasurers.

### **April 12, 2016 Meeting**

Bishop Mary encouraged clergy to attend the Clergy Faith Care Day, May 26th.

The Bishop noted that Parishes should prepare for Synod by reviewing the materials on the Diocesan Website relating to the Synod Theme of "Truth and Reconciliation". The bishop asked that these materials and also the Marriage Canon Report be discussed with the whole parish or at least with Parish delegates.

Council heard a presentation by the Revs Steven Mackison and Josée Lemoine including a short video illustrating on some possibilities for property development on the site of the current Parish Hall at St. Georges Place du Canada.

Council heard that plans for the June Synod are nearing completion.

The following were acclaimed as Diocesan Council representatives to Synod: Mrs. Ann Cumyn, Mrs. Sue Winn, Mrs. Shan Wharf, Ms. Leah Treneer and the Rev. Jim Slack.



Council approved the plan for major works at St Philip's presented by Mrs. Shan Wharf, People's Warden.

Council approved an application for a grant to the Anglican Foundation for work at the Parish of Clarenceville.

Council received the February financial reports and the 2015 year-end report.

The Chancellor reported that he has been advised some Parishes are receiving letters from the City regarding the terms of Hall rentals. The Chancellor wishes to be informed if Parishes do receive such letters.

### **May 10, 2016 Meeting**

The bishop announced that the Rev Andy O'Donnell will be regional dean of the Deanery of Bedford and Brome-Shefford.

The Bishop announced that Victor David Mbuyi Bipungu, Congolese priest, has been appointed to la Nativité, and St Simon's & Bartholomew.

The bishop announced that Linda Borden Taylor has been appointed to Christ Church Beaufort.

The bishop announced that the Rev. Sophie Rolland has been appointed to the Parish of Vaudreuil.

The bishop announced that Stanley Brooks, who will be ordained to the Transitional Diaconate on May 15, 2016 has been placed at St Michael's and All Angels as a non-stipendiary assistant curate.

The bishop announced that Mr. Harvey Shepherd will be retiring at end of June.

The bishop announced that Ms. Nicki Hronjak will be the interim editor of the Anglican Montreal.

The bishop announced that the Rev. Nick Brotherwood has been appointed to Hemmingford.

The bishop announced that she intends to ordain Mr. Stanley Brooks to the diaconate and the Rev. James Duckett, The Rev. Denis Gévy, The Rev. Jean-Jacques Goulet, The Rev. Amy Hamilton, and The Rev. Josée Lemoine to the presbyterate on May 15th, 2016.

Archdeacon Bill Grey presented an update on the strategic plan of the diocese: 2020 Vision.

Council approved Major works for St Andrew and St Mark who had to repair sewers and St Joseph of Nazareth who had to do significant work on its basement.

Council also approved that a loan for St Joseph of Nazareth be sent to the Loans Committee of the Diocese.

Council approved an application from St Joseph of Nazareth for an Anglican Foundation grant.

Council received the Consolidated Statement of Financial Position for 2015 that will be presented to Synod.

Council received a financial report on the year-to-date.

Council received the 2017 budget that will be presented to Synod.

Council heard from Dean Paul Kennington who went to Kamloops for the installation of new Dean in Kamloops in the Territory of the People (previously Anglican Parishes of the Central Interior).

### **Nominating Committee of Diocesan Council**

No Report.

### **Standing Committee on Finance**

The Finance Standing Committee has met regularly during the year to fulfill its mandate to assist the Treasurer with respect to the articulation, promotion, coordination, and supervision of the Synod's financial affairs, and to do so in a manner consistent with strategic goals set out by Diocesan Council.

Synod's finances are well managed and generally under effective control. Our periodic reviews of the financial statements reveals that expenses are generally managed well against the annual budget, and the income is usually close to what was anticipated.

However. Synod has for some years run a deficit. The deficit has been manageable, primarily because Synod's investments have performed well - better than assumed in the annual budget. In the last 2-3 years the deficit has increased consistently to a point that it should be viewed with a plan to act. Generally, the deficit has been caused by unanticipated expenses that were unavoidable and could not realistically be planned for.

Whatever the reason for unanticipated expenses, the fact is that the deficit has grown to a level that needs to be addressed. Deficits do not disappear because they were incurred in a good cause.

In that regard, the Treasurer and Synod management are well aware of the situation and are focusing on solutions. We are satisfied that management is either unaware nor reluctant to act appropriately to assure that Synod's finances are managed sustainably.

Thanks are due to the Manager, Financial Services (Stephen Tam) and the new Treasurer (Ron O'Connell). The Finance Committee and Diocesan Council receive financial statements and all important financial information on time. Financial information is presented clearly and consistently, and it is easy to understand. Financial information focuses on the important aspects of the operations and financial health of Synod. Questions are answered promptly and clearly, and the committee has all the information it requests and needs.

Financial management is tightly controlled, under the joint management of the Bishop, the Executive Archdeacon, the Treasurer and the Financial Services Manager. Our financial capacity and long-term health is always a factor and a consideration when making operating decisions and planning the annual budget.

We are fortunate that our accounting and control functions are operating very well under the management of Stephen Tam, Manager, Financial Services and his assistant Jennifer James-Phillips. We owe Stephen and Jennifer a strong vote of thanks for their excellent work throughout the year – they are huge assets. We also want to thank the Treasurer, Mr. Ron O'Connell, for his commitment in overseeing the financial management of Synod's affairs, and for leading and advising on longer-term strategy. Thanks are also due to The Venerable Bill Gray, the Executive Archdeacon, for his active participation in our meetings and his excellent work in managing the affairs of the Synod office and broader efforts on behalf parishes.

We have been fortunate Since September 2015 to enjoy the support of our Bishop Mary. She has shown a keen interest in financial matters, and the work of the Treasurer and the Finance Standing Committee are made easier and effective when support and focus comes from the Bishop and Executive Archdeacon.

In summary, our overall Synod finances are well managed but require vigilance. As noted above, we are running a small deficit that should be reduced. We are not facing any immediate financial crises, but deficits over the longer term are an issue to be taken very seriously.

Financial health of parishes is also of concern. We see evidence of financial stress in more than a few parishes. We monitor how parishes respond to their commitment to Synod for their assessment and payment of salaries and stipends. Some parishes are often or chronically late in paying their assessments, or more worryingly, their payroll costs. We are also concerned that too often parishes with financial problems do not seek advice and assistance before it is too late. Synod management and the Finance

Committee are looking at developing criteria to determine the key elements of parish health including financial tests.

We understand that sources of income are generally stressed. Even though total assessment on parishes have been constant for many years, there are fewer parishes than in prior days, and fewer Anglicans to shoulder the burden. The Synod office constantly looks for ways to responsibly cut expenses while continuing to be both viable and effective in pursuing our Christian mission. But finances cannot be ignored in the hopes that problems will somehow all work out. Money is like a sixth sense, without which we cannot effectively use our other five. The Church is not exempt, and there is no more leeway for the church than for any of us as individuals.

The Finance Standing Committee has seen some membership changes. Ann Cumyn, Rod Scott, The Rev. Paul Tidman and Michael Hiles terms concluded on March 6. For all or most of his six year term, Paul Tidman has acted as the Secretary of the committee - a job that most of us shrink from. Our heartfelt thanks go out to Paul for his service and commitment. We are fortunate the have four new members in the last few months - The Rev. Steven MacKison, Richard Howarth, The Rev. Karen Egan and Anthony Layton. All bring specific skills and interests and Synod is most fortunate that these excellent folk have agreed to serve on our committee.

While our meetings focus mainly on reviewing synod financial reports, which consistently demonstrate good management, we sometimes pursue discussions about the wider problems confronting the Diocese. We know that we are not alone in our concerns regarding the financial and overall health of parishes and other entities around the Diocese. The Finance Committee is open to, and looking for, effective ideas that will support the fundamental mission of being a Christian in the medium and longer term in the Diocese of Montreal.

### **The Standing Committee on Human Resources**

*Bill Gray*

Members: The Reverend Robert Camara, The Reverend Karla Holmes, The Reverend Jean Willcocks, The Reverend Canon Joyce Sanchez, Mr. Frank Dottin, Ms. Dianne Bradshaw. The Venerable Bill Gray, Executive Archdeacon and chair, Ms. Sophie Bertrand, Diocesan Staff support. We welcome new members appointed to the committee by Diocesan Council include the Reverend Stephen Mackison and Ms. Anne Cumyn. Mr. Frank Dottin retired with from the HRC with our thanks for having faithfully and effectively completed the two term maximum for a total contribution of six years. Well done.

The Diocesan HR Committee has worked diligently at regular meetings to make plans for a successful year. This work can be summarized as follows:

1. The Clergy Handbook continues to be reviewed, revised and updated as needed.
2. The requirements of the Diocesan Clergy Continuing Education Policy continues to be monitored and implemented as contained in the newly created Handbook including tracking clergy continuing education and offering more diocesan opportunities for development and increased awareness of other continuing education programs.
3. One particular outcome of the renewed diocesan policy regarding CCEP is that unique and targeted diocesan sponsored clergy education days are organized and offered through the Human Resources Committee. The most recent clergy day in May 2016, featured an introduction to and training in “Restorative Practice: The building and strengthening of parish relationships *in times of conflict*.” It is recognized that conflict in parish relations is inevitable and as such we can choose how to respond with learned, healthy and productive behaviours that contribute to restoration and growth. The topics discussed included a) communication and leadership styles b) fair process c) habits in conflict d) leadership response to conflict and e) dealing with shame. The coach for this event was Ms. Anne Martin of Faith Care, a ministry of the Shalem Mental Health Network has been assisting faith communities in Restorative Practice for many years. SMHN was originally founded many years ago as an outreach ministry of the Christian Reformed Tradition.
4. We continue to explore ways to improve diocesan support and involvement of retired clergy. The Reverend Robert Camara with the support of diocesan staff persons Sophie Bertrand and Mary Abate organized a retirement luncheon for Diocesan retired clergy and spouses at Cathedral Place in November, 2015, as an opportunity to meet and visit with the then newly consecrated Bishop of Montreal, Mary Irwin Gibson. Executive Archdeacon Bill Gray was also in attendance. Bishop Mary used this opportunity to speak with and thank the retired clergy for this past and continued service and importance to the life of the diocese and parish churches.
5. The need for more effective methods for regular “Clergy Reviews” has been identified as a priority for development in the coming year. The members of the Human Resources Committee have been engaged in discussions as to the meaning, purpose, method and desired outcomes for such clergy reviews. To this end we are attempting to clarify what it is, who does it and why? What is the role of the parish, diocese, Bishop and diocesan officers? One model that is being re-visited is the previously used method of “Mutual, Ministry Review”, which is an approach that basically reviews clergy and parish members together in relation to agreed parish priorities, goals and objectives. There is acknowledged anxiety present in such reviews. Our stated goal in establishing and working towards agreed standards and methods in clergy reviews is to create a process that is both affirming and informative as well as challenging, in helping clergy to better achieve desired personal and parish objectives.

6. Our thanks to Sophie Bertrand for her staff support of the HRC this past year. We will miss her able, insightful and gentle guidance as she retires from her diocesan responsibilities in this regard to spend more time with her family and personal pursuits. We are grateful to the Reverend Robert Camara who will replace Sophie in oversight for the Diocesan Clergy Continuing Education program as well as for Synod and Safe Church. We welcome Cynthia Cassab as the new Diocesan Director of Human Resources and welcome her support for the work of this committee.
7. A future identified priority will be the need to reconsider again diocesan policy regarding clergy stipends and housing.

### **Standing Committee on Mission**

#### **Mission Committee**

*Sophie Rolland*

No Report.

### **Anglican Church Women**

*Daphne (Margaret) Cadogan*

There have been many loving presidents that have served as the ACW at President over the past decades.....my opportunity to step into the shoes of these great Ladies is a humbling experience, and I truly look forward to being a small part of that history which makes the Diocesan ACW great!

*The Anglican Church Women (ACW) has the following statement as its purpose: "To unite all women of the Diocese in a fellowship of worship, study and offering, with the aim of deepening and strengthening their individual spiritual lives and of awaking a greater desire for Christian service in the parish, community and world."*

**The Diocesan Committee presently consists of twelve members and meets monthly at Fulford Hall (Synod) office with the exception of July and August.**

Our last meeting in 2015 was held on June 11<sup>th</sup> as we closed for the summer holidays and started again in September 2016.

Eileen Hussey and Verna Peris attended The National Conference 2015 that was held in Eastern Newfoundland at the Lavrock Camp and Conference Center from October 1-4. The theme was "Leaders of Courage" Serving by Faith.

### **Within the Diocese 2015:**

The various events were planned and held at Christ Church Cathedral, and reported in the Annual Synod reports 2014-2015.

- March 19<sup>th</sup>, “Day of Reflection” (*The Shepherd of Joy and Blessings*) led by our Chaplain the Rev. Shirley Smith Priest in charge at St. Stephen’s Church Lachine.
- May 7<sup>th</sup> “Annual Women’s Day of Celebration” the theme “*Knowing and Doing God’s Will*”. The preacher and celebrant was the Rev. Pamela Yarrow assisted by the Rev. Jean Willcocks, the program continued in the afternoon with a Guest speaker Marina Boulos Executive Director of Chez Doris a Day Shelter for Women in Difficulty.
- The Memorial Service for Victims of Violence was scheduled to be held on December 6<sup>th</sup> however, because of circumstances, had to be canceled, but notices went out to the churches in the Diocese to please observe this Remembrance during the service, and was also observed within our own ACW members during our next meeting held on December 10<sup>th</sup>. This was followed by a Christmas Lunch.

### **Names for the 2016 Memorial Book:**

- Phyllis Brickwood died September 24, 2015, St. Simon & St. Bartholomew’s Laval
- Patricia Mackenzie died May 28<sup>th</sup> 2015, St. Peter’s TMR
- Edna Morrison died August 10<sup>th</sup>, 2015, Arundel and Weir

It gives me pleasure to present this report on the work of the Anglican Church Women over the last year. We are a small team, but we function well, working hard and supporting each other so that all roles are covered. Many Thanks to each member of the team, and a special Thank You to our Editor Verna Peris, for her commitment and dedication in communicating with the community through Our Newsletter “Keeping in Touch” (K.I.T) that goes out three times a year.

As we start a new year, although there maybe changes, we look forward to the challenges, and with God’s guidance and the help of our Family in Christ it will be a bright 2016.

### **Council on Aging**

*George E. Ryder*

In my report to Synod 2015, I indicated that with the implementation of the Parish Nursing Project, it was felt that the Committee on Aging had become redundant. Certainly, I feel that being advocates for the elderly population both in our parishes and the communities we serve, the Parish Nursing Project is well placed to discern the needs of the communities where they serve. The Committee on Aging was faced with diminished committee members and in fact there were often only two members present for a meeting.

Thus with my submission to Synod in 2015, I proposed that the Committee on Aging be

ended with the subsequent Parish Nursing Project being instituted. There have been no meetings of the Committee on Aging since my report to 2015 Synod.

I continue to hold the ministry of the Committee on Aging near and dear to my heart; and pray that the Synod will find ways to have the Aging population and the issues faced by the aged ever in your hearts and minds.

### **Parish Nursing**

*Nursing Team: Diane, Lisa & Eleanor*

**Parish Nursing -- to promote and encourage Faith Community/Parish nursing as a valid Christian ministry;;**

#### **Goals;**

- work with and through churches and faith communities.
- promote faith and spirituality as an effective and essential aspect of health care wellness.
- define and maintain professional nursing standards as guided by nursing council to meet the legally required competencies and encourage their implementation in the work of its members.

The parish nursing team continue to build on their calling by now having two active ministries in Christ Church, Beaufort and St Georges, St Anne de Bellevue. There are many human stories that could be shared from the nurses offering practical, life changing advice and wisdom to families seeking information.

A highlight has been the commencement of 'Wellness Workshops'. The workshops give people the chance to ask questions they may not necessarily feel confident asking other health professionals. A presenting factor in our parishes are older members who attend doctors that don't have time to listen to them properly ( in some cases it is hard for our folk to get English speaking services). The parish nurses are able to take time to listen, give advice and pray with individuals.

We are so proud of this initiative (the first such in the province of Quebec).

The parish nursing team would like to explore the possibilities of extending this ministry to other parishes. If you are a registered nurse and have an interest in parish nursing, please get in touch with Mark Dunwoody.



## **Partnerships Committee**

*Susan Winn*

Bishop James Almasi also arrived in Montreal in October to take part in our Synod and to renew with Bishop Mary the ongoing partnership between Montreal and Masasi.

Geoffrey Mongesa, executive archdeacon in Masasi, returned to Montreal with Bishop James, and was warmly welcomed by all those who remembered him visiting with retired Bishop Patrick Mwachiko. Bishop James and Canon Geoffrey were hosted throughout the Diocese for ten days. The Partnerships Committee was most grateful to parishes that offered warm hospitality.

The theme of the Conference Synod was “Partnerships” and this theme encompassed many ministries with whom the Diocese works all year long. These local partnerships included Tyndale-St. Georges, Mile End Mission, St. Michael’s Mission, and Fulford Residence. Other partnerships exist between local parishes, as well as Council of the North and Companions of Jerusalem.

In the weeks leading up to our Conference Synod the Partnerships Committee worked closely with the Synod Planning Committee to prepare to welcome and host partners, to prepare programs and worship, gifts for visiting partners, renewal documents for the bishops to sign, and many other details that cement our partnerships in God’s work in our churches and communities. I have been so grateful to work with these very dedicated teams of lay and clergy members. We were particularly grateful to Sophie Bertrand for her enormous role in coordinating all aspects of this Synod. Her efficiency and skills, and her positive nature added so much to the tone and the smooth organization of this triennial event.

## **Primate’s World Relief and Development Fund**

*Verna Perris*

Each month representatives from across the Diocese meet for PWRDF. We come together for education, fellowship and fundraising. Each aspect is equally important: for education we invite guest speakers, for fellowship we share food and experiences and for fundraising, we select a project from “Fred says” to focus our efforts upon. This year we focused on VEG OUT and so far have raised more than \$7,000.00. Our reps and youth groups have worked very hard to raise such a wonderful amount.

Our first guest speaker was Frankie Goernet, widow of Phil who was a loyal PWRDF supporter. She told a riveting story of Phil’s decision to become an organ donor and how difficult but rewarding the experience was. Our next speaker was Beth Reed who gave a wonderful and informative presentation of her visit to Masasi. Her stories and pictures were extremely interesting.

On October 13<sup>th</sup> we hosted a luncheon for the Rt. Rev. Dr. James Almasi, Bishop of Masasi. He thanked PWRDF in his letter to the Partnership Committee “for funding projects that have contributed to improving health in poor rural communities and also how the projects have developed the capacity of our rural farmer in ensuring sustainable food security in Tanzania”.

Many thanks to Bishop Mary and Mark Dunwoody who joined us in January and helped us choose TRC as our topic for our upcoming AGM.

The Rev. Sophie Rolland joined us in February to guide us through the TRC report. She was able to clarify and elaborate on the 94 Calls to Action including Child Welfare, Education, Language and Culture, Health and Justice. In March, Sue Winn shared her two visits to the far north. She showed us wonderful photos of her hosts and gifts she had received including a beautiful soapstone. Her stories were fascinating, humorous and at times, sad.

Last year our AGM was held at St. James the Apostle. With almost 40 people in attendance, it was deemed a success. Our guest speaker was Carolyn Vanderlip, Director, Canadian Anglican Partnership Program. She provided us a wonderful series of photographs of all the areas and countries that PWRDF is involved with. This year our AGM will be held in Fulford Hall on June 2<sup>nd</sup>. Our special guest will be Chief Christine Zachary-Deom from Kahnawake.

A special thank you to Charles Goddard for always providing wonderful snacks and good cheer, to board members Verna Asbil-Negm, Marion Standish, Sue Winn, and Rev. Ros Macgregor, thank you. To Nicki Hronjak and Ardyth Robinson, thank you. Most of all, thanks to all the representatives who faithfully attend meetings and enthusiastically support all our endeavours.

My term ends this June and I have greatly benefited from this experience. The work of PWRDF is extremely important, worthwhile and satisfying. A note from Burundi: “the food parcels were life- saving and allowed them to improve their health, regain their strength and allow them to work on the farm again”.

## **Stewardship of the Environment Committee**

*Elizabeth Welch*

Committee Membership:

Reverend Elizabeth Welch (Chair), Jeffrey Mackie, Richard Matthews, Brooke Struck

Consultants to Committee:

Raymond Noël, Diane Norman, Afra Tucker

Last year our primary areas of focus were faith and environmentalism, with particular focus on fossil fuel divestment and the Paris climate talks. During the course of 2015 we

prepared and presented the divestment motion that was passed by the 2015 Synod of the Anglican Diocese of Montreal. In advance of Synod we prepared and made available a number of educational resources to assist delegates with their decision-making in regards to the motion. A member of our committee also spoke at interfaith event organized by Divest McGill.

Along with Christ Church Cathedral, we also organized a speakers conference and candlelight vigil in support of COP21. And in March 2016 one of our members was present at the Earth Hour Concert by the *choeur des enfants de Montréal* with an informational handout to support the event and show the commitment Montreal Anglicans have to caring for Creation.

As part of our expanding social media presence we posted 88 articles on our blog, Facebook page and Twitter feed. These articles covered a range of topics including: Statements made by religious leaders, Earth Hour/Earth Day, Blue Dot Movement, Pope Francis and the Environmental Encyclical, Fossil Fuel Divesmtn, COP21, and the Canadian Federal Election. All for our articles can be accessed on our website:

<http://stewardshipoftheenvironment.blogspot.ca>.

We also supported a number of events including: Personalizing the Oil Sands, Fast for Climate Change, and the 5<sup>th</sup> Annual Interfaith Eco Action Day.

The *Stewardship of the Environment Committee* humbly appreciates all the support that it has received over the last 12 months. We would like to thank the consultants to our committee: Raymond Noel, Diane Norman and Afra Tucker. We would also like to thank Rev. Rhonda Waters, Deborah Tagornak, Henriette Thompson and John Scott for their contributions to our climate justice events in December.

## **Community Ministries**

### **Action Réfugiés Montréal**

*Paul Clarke*

*"Tonight I would once again like to offer my very sincere thanks. I was just at Dorval airport to welcome my niece. May the Almighty continue to be with you, your families and your entire team at Action Réfugiés Montreal and continue to give you good health, love and strength to help and save people in difficulty and despair ... You saved a life and we thank you."*

*- Edouard, January 2016, sponsor of his 18-year-old niece who waited over two years for her arrival*

### **HIGHLIGHTS of 2015-2016**

In September 2015 the Canadian public started paying close attention to the Syrian refugee situation. Everyone wanted information: how to help, how to sponsor refugees, who had experience in this area, who could answer the call? Action Réfugiés Montréal has been answering these requests since 1994, thanks to the generous support of the Synod of the Anglican Diocese of Montreal and the Presbytery of Montreal of the Presbyterian Church in Canada. Action Réfugiés has also been the recipient of generous support of many individual parishioners over the years.

We were able to bring our message of hope and practical ways to be engaged through numerous media interviews, public meetings and personal encounters. Numerous local parishes decided to cooperate and sponsor refugees and requested our support and guidance. We were thrilled when Bishop Mary asked that the offering at her consecration be donated to help our efforts to aid Syrian refugees.

Our Sponsorship program, thanks to an agreement of the diocese with the federal and provincial governments, saw 64 files submitted in 2015, representing 152 persons. In the past year 113 persons arrived, including 91 Syrians. Many arrived on the chartered flights which started landing in December and continued until late February. Our resources have been stretched and we acknowledge gratefully the prayers of all of you as we try to answer the call to welcome the stranger in such great numbers.

Our Detention program visits persons detained for administrative reasons at a facility in Laval, Québec. We again met over 400 persons in the past year, including men, women, children, and some unaccompanied minors 16 and 17 years old. We visit twice a week, bringing legal information, accompaniment and hope to our brothers and sisters newly-arrived in Canada.

Our twinning program saw numerous successful matches and many group activities. We provided on-the-ground training to university students in the fields of Social Work, Law and Criminology.

All year long, but especially after September, we responded to media and academic requests: we estimate over 3000 people were met and heard our message of bringing hope and support to refugees, not including the radio and television audiences.

Thank you to Bishop Mary for her support and presence. Thank you to the Anglican members of the Board of Action Réfugiés Montréal for their service: Reverend Robert Camara of Chateauguay and Jane Maxwell in Ottawa. We thank the Anglican Diocese for its steadfast support in so many ways.

## **Mile-End Community Mission**

*Linda Lou Hachey*

### ***Nourishing our Community***

At the Mile End Mission, we help nourish people with food...but much more than that; we all help to nourish each other with caring, respect, support, fellowship, belonging, inspiration and purpose. This, I believe, is what has and continues to make the Mission so very unique.

Within the context of the daily struggle to make ends meet, or in the middle of a hectic day trying to achieve various Mission program demands and deadlines, this sentiment can sometimes be forgotten. That is, until you just happen to notice a homeless Mission member literally giving the shirt off his back to someone in need. Or you see Mission members taking a personal initiative to reach out to newcomers to explain what the Mission is all about and what we can offer them. Each day, the Mission is filled with many special and touching moments that nourish us all and help keep us grounded in our ongoing mission.

Yes, we continue to grow. Not only in terms of the number of people we see each day or in the number of meals we serve... but as a caring, inclusive and inspired community of people who, each in our own way, serve to nourish our community. Together, we are Mission!

### ***THANKS TO OUR MISSION TEAM!***

This year's Mission team included a highly dedicated and inspired group of mission members, staff (Lori Olson, Missy Olson, Trevor Walker), Board directors, and volunteers whose belief, commitment, hard work and vision continue to lead the Mission forward. Each and every person in our community is appreciated and valued for all that they bring. Together, we have and continue to accomplish so much in helping to "*Nourish our Community*"!

### ***PROGRAMS & SERVICES***

#### ***Leadership Program***

This year, our amazing Leadership Team took on many additional tasks in addition to what that they already do to keep the Mission's food program, friperie and Community

Art program running. These three major support programs are managed by long-time volunteer members Joanne R., Doris R., and Carleen T. and are further staffed by 18 other mission members. The incredible commitment and dedication of these individuals is so highly valued and keeps the Mission grounded and moving forward... For the people, by the people! Additional tasks taken on by our Leadership Team this past year included an ‘Open to the Public’ Bazaar held every couple of weeks, an extra monthly community supper, a major spring cleaning effort, preparations for office and kitchen renovations, annual membership registration as well as registration for our two annual dental clinics, outings, Christmas dinners and baskets, and their constant efforts to help us meet the increasing demand for our food program by picking up donations of food in the local community.

**Food Program**

Our Food Program continues to be one of the core programs offered by the Mile End Mission since its inception 25 years ago. Demand for our hot meals has never been higher. A recent review of our numbers shows a whopping 118% increase in attendance for the Mission’s breakfast program over the last three years, along with an 81% increase in attendance for our hot lunch program. Thanks to the hard work of Trevor Walker, our in-house computer/technical whiz whose position changed this past year from Volunteer Coordinator to Development Assistant, we are now so much better able to track and assess participation in our various programs and services, among other things. Here is an example of participation in our Breakfast and Lunch programs this past year.

**Meal Program Statistics**

| Year      | 2012  | 2013  | 2014  | 2015   | % increase<br>2012-2015 |
|-----------|-------|-------|-------|--------|-------------------------|
| Breakfast | 1,904 | 2,765 | 3,373 | 4,143  | 118%                    |
| Lunch     | 4,764 | 5,467 | 6,283 | 8,643  | 81%                     |
| Dinner    |       |       |       | 548    |                         |
| Total     | 6,668 | 8,232 | 9,656 | 13,334 | 100%                    |

**Healthy Eating Program**

We are very happy to report that our *Healthy Eating* program has continued to be supported by the *City of Montréal (Plateau Mont-Royal borough)* and the *Minister of employment and Social Solidarity* for a fifth year. This program helps us offer our members nutritious breakfasts, lunches, improve our weekly food bank offerings, and further develop our Leadership Team. Within this program, Missy Olson, our Housekeeping and Food Storage Coordinator, and Carleen T., our Leadership Team manager of the Food Bank and Healthy Meals program, work tirelessly to properly store and use the donated food products we receive by turning them into delicious meals and thoughtfully packed food bags.

### ***Monthly Restaurant Dinner***

Thanks again to the generosity of a popular local restaurant, Mission members were again able to enjoy a free, healthy, and delicious dinner prepared and delivered to the Mission on the last Monday of each month by co-owner of this restaurant and his amazing team. A warm ambiance is created with dimmed lights, making for a calming space and special-evening feel. This special meal is very appreciated by our members who struggle to make ends meet, particularly at the end of the month. It also allows them to enjoy a quality meal they would simply never have the chance to experience.

### ***New program initiatives at the Mission***

*This year, Lori Olson, our former Administrative Assistant, was promoted to Program Manager and Member's Advocate. In her new role, she has been better able to work the magic that she does with our members and get a number of important initiatives off the ground. Among other things, this has included starting up our Members cooking for Members program and providing special care, and follow up for our homeless friends.*

### ***Members Cooking for Members***

- Since July of this year, Mission members once again started creating special suppers for fellow members each month. Recent meals have included various cultural dishes including an El Salvadorian meal prepared by Julio S., a traditional North American Thanksgiving dinner prepared by Doris, Lori and Missy, a delectable chicken cous cous prepared by Kheira A., and fabulous chili prepared by Lise J. Many members attend these dinners, support and help their fellow members. It's been a real success and very has been very enjoyable!

### ***Special Care for our Homeless Friends***

- This year, increased focus was given to outreach and support services for our increasing number of members who are homeless. This has included special food packages geared to people without the ability to refrigerate or cook food, coffee coupons that allow them to be able to sit in a restaurant and warm up over a hot cup of coffee, provision of free clothing as needed, as well as additional opportunities for them to come into the Mission to warm up, get a sandwich and cup of coffee, spend some additional non-program hours among friends and go on outings to the movies, the local swimming pool etc.

### ***Outings***

This past year, we were able to take 196 individuals of all ages from children to seniors on a number of outings and activities including a lovely day at the Yamaska National Park beach, a fun-filled visit to Granby Zoo and their water park, a wonderful day of apple picking at Mont-Saint-Hilaire and a Sugaring Off brunch and activities at La Goudralle sugar cabin, located in Mont St. Gregoire. For most of our members, these trips are the only time they get to go somewhere out of the city. Other outings included a visit to the Jazz Festival, a number of visits to museums, a Shakespeare in the Park performance, and a trip to the local swimming pool to cool off.

### ***Seniors' Membership***

We currently have 62 members over the age of 65 and an additional 24 members who

are now approaching 65 (60-64). Our growing awareness of the number of senior members we have is shaping our view of the Mission as a safe and welcoming place where seniors in the Mile End and surrounding areas can not only use our services, but drop in every day of the week to be with friends, break their isolation and take part in a truly inter-generational community where everyone's input is valued. In essence, this awareness is helping us realize that we are providing a day centre option for seniors in the area in addition to the other services we offer to disadvantaged individuals and families in the area.

### ***Drop-In Program***

With a welcoming atmosphere, fresh coffee and snacks, Mission members are able to mingle with friends, use our free access public telephone and computers with internet, take books from our library or stop by to get information, referral and counseling services. In addition, this past year our Music program started again with the help of a very talented volunteer, who leads everyone in song every Wednesday afternoon.

### ***Information, Referral and Supportive Counselling***

**Our open-door policy** at the Mission provides members with immediate access to information, referral, and supportive services when they need it. Over the past year, individuals in need of such support received (telephone and in-person) follow-up and/or direct assistance, active listening, crisis intervention, advocacy, and accompaniment, liaison with other health and social service agencies and workers, welfare, government and housing authorities approximately **750 times**. In addition to this, a number of members were helped completing income tax reports that had not been filed in years, thereby enabling them to receive government subsidies, pensions etc. and were further helped to obtain lost or stolen identification cards and receive medical services.

### ***Friperie Joyce***

Money raised from Friperie Joyce directly supports our programs and services and also affords our members the dignity of being able to shop for needed personal and household items at very low prices! Thanks to the amazing energy of Doris R., an incredibly committed Leadership Team member who has managed the friperie for a number of years, as well as through generous donations of clothing, household items etc. from the community, our weekly Friperie and our new "Open to the Public" Bazaars held every 2<sup>nd</sup> Saturday were a great success!

### ***Community Art and Music Program***

*THE INCLUSIVE SPIRIT OF THE MISSION CONTINUES!* IN 2015, 100 GROUP COMMUNITY ART SESSIONS TOOK PLACE UNDER THE DIRECTION OF JOANNE R., A HIGHLY DEDICATED AND CREATIVE MISSION MEMBER WHO STARTED THE COMMUNITY ART PROGRAM OVER 10 YEARS AGO. PROGRAM MEMBERS ALSO PARTICIPATED IN FOUR OUTINGS TO THE MUSEUM OF FINE ARTS DURING THE YEAR AND TWICE TO DHC/ART FOUNDATION FOR CONTEMPORARY ART.

*"A face, a voice"* has been the focus of our Community Art program this past year and



has helped define and express the voice of people who have little through visual art and music. Numerous other community Art Program activities took place during the course of the year, including:

- ✚ Decoration of 100 masks for our **Annual Thanksgiving Benefit Dinner**.
- ✚ A t-shirt tie-dyeing workshop during our annual Open House.
- ✚ Exposition of 7 pieces of art in Kay Noele's Montreal neighborhoods' quilt project which was exhibited at the **Galerie Ame Art** and at the **Ruche d'Art de St-Henri**.
- ✚ Exposition of collective art at the Christ Church Cathedral during the festival **Montréal en lumière**.
- ✚ An architectural/historic walk and design workshop with Susan Bronson and Naomi Lane. It was interesting to learn that in past years, the Mission's building was used as a market, a pharmacy, a tailor, a hardware store, and a hat store. The Mission continues the history of this building by serving meals, selling clothing, and providing community.
- ✚ Bilingual weekly sing-along during art sessions.

### *Special Events*

#### *Open House*

An official launch of '*Terrace Connie*', a special project initiative spearheaded by Lori Olson, was held during our 2015 Open House this past June in loving memory of Connie Olson, founding member and dedicated volunteer of the Mile End Community Mission for 21 years. This special outdoor terrace will facilitate the gathering of members and friends of the Mission for coffee, conversation and activities during the warm spring, summer and fall months.

While there are countless terraces and gathering places throughout the Mile End area where people can come together to socialize, for many important reasons such as cost, issues related to social stigma etc., most of our members do not frequent them. Connie's Terrace will change this by providing our members with a wonderful community gathering space they can call their own!

#### *Christmas at the Mission*

*Thank you* to all our dear friends of the Mission from the Anglican Diocese and their numerous parishes and parishioners, Summit School, staff of Saint Mary's Hospital Emergency Department and countless others who helped make Christmas a special time for so many individuals and families in great need in the Mile End area. Your generosity helped fill over 170 Christmas baskets, provided Christmas dinner at the Y du Parc for almost 300 individuals and families, helped Santa give toys to over 100 children and provided special Christmas stockings to our very vulnerable members.

#### *Renovations Project*

In 2015, the Mission received funding from **Hockey Helps the Homeless** and **Saint George's Anglican Church (Place du Canada)** in order to be able to purchase much needed kitchen and program equipment and carry out renovations to our office and kitchen. We are thrilled to be able to carry out these renovations and improvements and

look forward to enjoying larger work office and kitchen space as well as having first-time ever commercial grade kitchen equipment. The work is scheduled to begin in 2016.

We continue to be grateful for the wonderfully supportive relationship we have with Hockey Helps the Homeless and greatly appreciate Saint George's Anglican Church, Place du Canada's important and ongoing commitment to our Mission.

## **PROGRAM PARTNERSHIPS**

### **Community Round Table**

This year, the Mission became a member of one of Concordia University's MBA program initiatives, the *Community Round Table*. In relation to this, the Mission also took part in a showcase of community organizations called *Opportunities & Developments in the-Not-for-Profit Sector* along with over 50 other community groups.

### **Dental Clinic**

*In Partnership with the McGill University Mobile Dental Outreach Clinic and the Sign of the Theotokos Orthodox church*, two dental clinics for the working poor were offered to members of the Mile End Mission in 2015. The mobile clinics were set up in the large basement of the Sign of the Theotokos church, allowing almost **40 individuals** to receive much needed dental care by dentists and student dentists from McGill.

### **EMRII**

The **Équipe mobile de référence et d'intervention en itinérance** (EMRII) is a service created by the Police in 2009 to work with homeless people in Montréal. This past year, police and social workers from this special team worked with the Mission to find solutions for the multiple recurring problems experienced by some homeless people. One homeless Mission member in particular was helped greatly by this team who worked to help him secure an apartment where he continues to live happily.

### **Love in Motion** Lori Olson

*The 'Love in Motion' children's group was created in 2014 in partnership with St. Cuthbert's St. Hilda and St. Luke's Anglican Church (C.H.L.) and Trinity United Church.* The long-term vision of this group is to be able to give the children a place to be comfortable and to belong. To voice their opinions, to have people they can talk freely to and to know there is someone that will hold their hand and help them through tough times. To gain the support they need to be able to deal with whatever this world throws at them, and to know that they are not alone.

The children that form this group are Mission children and children from the church. Through Love in Motion groups, the children learn their faith as well as enjoying a safe, welcoming place where they belong and are cared for. Children in the group participate in a church service each month and engage in a special activity that is connected with the service. Children in the group are also being educated about life issues such as racism and bullying in a way that they can understand. They are building friendships, trust, self-worth and love.

All children are welcome to participate in this group, regardless of faith. The group holds special activities each month and now has twenty children aged 3-9 years old participating in the program.

#### ***Mile End Legal Clinic***

Since 2002, the ***Mile End Legal Clinic*** and its network of lawyers and law students have been dedicated to making justice accessible to citizens. The legal clinic is held at the Mission every Wednesday evening from 4 to 7 p.m.

#### ***Moisson Montréal***

Thanks to our continued partnership with ***Moisson Montréal***, the Mission continues to receive donations of food which is distributed to our members through our Friday Food Bank. We have also been very fortunate to continue being a partner in Moisson Montréal's '***Meat project***', which supplies us with meat that has been collected from grocery stores and frozen before the expiry date and which we use in our free lunch and breakfast programs.

#### ***Montreal Museum of Fine Arts***

As part of their '***Sharing the Museum***' program, we were able to bring 30 Mission members to view various art exhibitions for free and attend special workshops.

#### ***Plein Milieu***

This past year, ***Plein Milieu***, a local organization that works to improve the quality of life of young people and people who use drugs, continued offering six information kiosks during the year during the Mission's lunches.

#### ***Table de Concertation ASGP CDC***

The Mile End Community Mission has been a member of the ***Table de concertation ASGP CDC (Solidarity Action: Greater Plateau (Community Development Corporation)*** over the past 17 years. This table consists of over **40 other local community organizations and institutions** that focus on issues such as food security, housing, and homelessness.

#### ***YMCA du Parc***

Again this year, the ***Y du Parc*** provided us with a wonderful space at their centre to hold our Annual Christmas Dinner. They also generously provided funds to help with catering costs and ensured that we had a team of staff assistants and Youth Program child care helpers on hand to help make our dinner a tremendous success!

**Naada Yoga** continues to provide free weekly yoga sessions for members of the Mile End Mission, taught by instructors who have graduated from their program. ***Naada Yoga*** emphasizes education, diversity, creativity and giving back to the community.

We are so grateful to all members of the Anglican Diocese for your ongoing support and encouragement of our work. Together, our Mission is possible!

**Mission Communautaire Christ Church, Sorel**

*Yves Samson*

No Report.

**St Michael's Mission**

*George Green*

No Report.

**Tyndale St-Georges Community Centre**

No Report.

**Other Reports**

**2020 Vision, Renewing Our Diocesan Strategic Plan**

*Bill Gray*

As the Diocese of Montreal seeks to respond to the call of Christ over the next five years, it is my prayer that this plan will be the vehicle that supports the Holy Spirit's work among us.

In Christ,

Bishop Mary Irwin-Gibson

**Mission Statement**

**We Proclaim Christ!**

Through *2020Vision* we celebrate inspired, meaningful worship, able leadership, healthy, sustainable parishes and community ministries, effective communications, and transparent governance and management.

We reaffirm our value for diversity and we continue to develop ministry that speaks to the realities of Quebec society and its peoples: its cultures, languages, ages, and ethnicities.

Motivated by ministry rather than maintenance, we embrace the courage we need in order to take risks and make difficult decisions for the sake of God's mission.

*Jesus answered them, ' Very truly, I tell you, unless a grain of wheat falls into the earth and dies, it remains just a single grain; but if it dies, it bears much fruit. Those who love their life lose it, and those who hate their life in this world will keep it for*

*eternal life. Whoever serves me must follow me, and where I am, there will my servant be also. Whoever serves me, the Father will honour'. [John 12.23-26]*

**Vision Statement**  
**(What we are working towards.)**

Rooting our *2020Vision* in Mission

In partnership with other Anglicans around the world, our vision is guided by the Marks of Mission.

Rooted in our Anglican identity and heritage, these are core activities of the church yesterday, today and tomorrow.

- To proclaim the Good News of the kingdom
- To teach, baptize, and nurture new believers
- To respond to human need by loving service
- To seek to transform the unjust structures of society
- To strive to safeguard the integrity of creation and sustain and renew the life of the earth
- To work for peacemaking, conflict resolution, and reconciliation

**Statement of Values**  
(Beliefs and key principles which influence and mold how we act.)

We will be guided by values borne of our commitments to the Gospel and to our experience of ministry in the Diocese of Montreal and its unique mission fields. We will be open-minded and open-hearted to the promises and risks these values invite.

- ❖ **Spirit:** The Holy Spirit is at work within and among us. Led by the Spirit and deeply rooted in prayer and scripture, we yearn to participate in the unfolding of God's loving promise for the world.
- ❖ **Diversity:** We appreciate and celebrate diversity beyond the familiar and comfortable. We embrace the opportunities and accept the challenges that diversity brings.
- ❖ **Relationship:** Relationships are at the heart of community. As embodied in the person and life of Jesus, we will encourage and protect healthy, life-giving relationships within and among the people of our churches, communities of faith, the diocesan office and committees, and with our neighbors.

- ❖ **Anglicanism:** We celebrate the richness and diversity of our Anglican heritage, theology, liturgies and traditions. We look to these as our source of inspiration for new, missional expressions of faith.
- ❖ **Courage:** We risk change courageously and show respect for those among us who advocate for caution.

**We celebrate who we are as God's church and focus on Jesus, prayer, time and energy in five key goals:**

- ✓ Discipleship
- ✓ Parish Financial Health
- ✓ Vital Church
- ✓ Leadership Development
- ✓ Diocesan Structures

#### **Discipleship**

Becoming Stronger followers of Jesus

- Faith development resources
- Vocational discernment for every member
- Youth and Children's ministry
- Faith sharing resources
- New missional initiatives

#### **Parish Financial Health**

- Stewardship Education
- Strategy
- Financial Development

#### **Vital Church**

- Church Planting
- Innovation
- Targeted Resources

#### **Leadership Development**

- Mentoring clergy and lay leaders
- Equipping leaders as change agents.
- Assisting leaders and parishes during times of transition

#### **Diocesan Structures**

- Church mission focused
- Discipleship driven
- Committee vitality and resources

# 2020 VISION PLAN



We celebrate who we are as God's church and focus on Jesus, prayer, time and energy in five key goals:



## **DISCIPLESHIP**

Faith development resources  
Vocational discernment for every member  
Youth and Children's ministry  
Faith sharing resources  
New missional initiatives

## **PARISH FINANCIAL HEALTH**

Stewardship Education  
Strategy  
Financial Development



## **VITAL CHURCH**

Church Planting  
Innovation  
Targeted Resources

## **LEADERSHIP DEVELOPMENT**

Mentoring clergy and lay leaders  
Equipping leaders as change agents  
Assisting leaders and parishes during times of transition



## **DIOCESAN STRUCTURES**

Church mission focused  
Discipleship driven  
Committee vitality and resources



**Anglican Balanced Funds***Ronald O'Connell***The Anglican Balanced Fund – Synod Report 2016**

Market value of net assets (\$ millions):

|                                       | Mar 31,<br>2016 |     | Dec 31,<br>2015 |     | Dec 31,<br>2014 |     |
|---------------------------------------|-----------------|-----|-----------------|-----|-----------------|-----|
| Cash and short-term securities        | \$0.6           | 3%  | \$0.7           | 3%  | \$1.4           | 5%  |
| Bonds                                 | 8.2             | 35% | 8.4             | 34% | 8.3             | 31% |
| Canadian equities                     | 6.0             | 25% | 5.5             | 23% | 6.4             | 24% |
| Non-Canadian equities                 | 8.7             | 37% | 9.8             | 40% | 10.7            | 40% |
| Total                                 | \$23.5          |     | \$24.4          |     | \$26.8          |     |
| Distributions                         | \$1.00          |     | \$1.06          |     | \$1.11          |     |
| *Projected for year                   |                 |     |                 |     |                 |     |
| Distributions (%)                     | 4.0%            |     | 4.3%            |     | 4.1%            |     |
| Net asset value per unit (after fees) | \$33.87         |     | \$34.44         |     | \$34.69         |     |

Performance indicators during the same period:

|                            | Mar 31,<br>2016 | Dec 31,<br>2015 | Dec 31,<br>2014 |
|----------------------------|-----------------|-----------------|-----------------|
| TSX                        | 13,494.4        | 13,009.9        | 14,632.4        |
| TSX – change in year       | 3.72%           | (11.09)%        | 7.42%           |
| Dow Jones                  | 17,685.1        | 17,425.0        | 17,823.1        |
| Dow Jones – change in year | 1.49%           | (2.23)%         | 7.52%           |
| 10 Yr. Canada Bonds        | 1.22%           | 1.39%           | 1.79%           |
| US\$ vs. Can\$             | 0.769           | 0.723           | 0.860           |

The mix of cash and bonds versus the higher risk / higher return equities reflects a prudent but balanced investment policy.

Since Letko, Brosseau & Associates took over management in March 2004 the Fund has generated an average annualized return of 7.5%.

The trustees have met with the managers quarterly and have reviewed the underlying investments.

I am grateful to my fellow trustees for their support and their most professional approach to their task.



## **Anglican Montreal Board of Management**

*Ann Cumyn*

It had been decided previously that the Anglican Montreal Board of Management (AMBM) would invite Bishop Mary to its meeting in the fall. However, last fall turned out to be a very busy time for everybody so our first meeting after summer occurred at the beginning of February. At this meeting we were greeted with the news that Harvey Shepherd, the editor, was resigning!

Since then we have been busy. Both Bishop Mary and Executive Archdeacon Bill have been attending our meetings.

Of course we will need a new editor; however the first matter to be decided is what form and frequency we need for our newspaper. It is important that our news is available in a form that invites the diverse members of our community to read it, whether it is on a phone walking down the street, or through a paper copy while sitting on the sofa with a dog at one's feet. Please be assured that the print version will continue, but the frequency may be reduced. To quote Bishop Mary, "The paper plays a role in the marketing domain of the diocese, complementing other sources such as the website and the e-newsletter."

It was decided that, before proceeding further the community served through our newspaper and other media should be surveyed to find out who actually reads the newspaper, both print and electronic version. We will also be taking a look at how our sister dioceses are spreading their news. When we know what we would like to produce we will be in a better position to search for an editor. It was agreed that we should take the time necessary to make decisions that will serve the diocese well.

Thanks go to the members of the AMBM, Peter Denis, Sophie Rolland, Nicki Hronjak and, of course, Harvey Shepherd. Harvey has been with us for almost ten years and we are grateful for all the work and time that he has given to the diocese to produce an interesting and, since its new look, attractive newspaper.

**Archives***Richard Virr*

Over the past fifteen months significant reorganization of archival storage has taken place and a more focused plan for the disposal of expired administrative records has been put in place. A major revamping of the archives department helped to maximize work and storage space on the second and third floor levels. As well, electronic finding aids have been created for many of the fonds.

The Montreal Diocese's submission for the TRC report was completed in October 2014. Since October 2014, a total of 305 requests have been handled, 87 of which were historical and property related research inquiries. Some brittle architectural drawings dating back to the early 1800s for Christ Church Cathedral have been copied to insure their safe storage for posterity. One search for historical material on an Anglican church, led to an exhaustive thesis (now online) written by a post-graduate student of architecture at McGill, on the cultural landscape of Griffintown. A box of historical memorabilia relating to the Crown has been recently listed; it includes, among others items, (i) printed material such as the British North American Act of 1867 signed by Queen Victoria, (ii) an act signed by King George III in 1790, and (iii) a letter dated 17 December 1939 from Buckingham Palace announcing the arrival of a Canadian contingent.

Accessions of artefacts and archival material came from both parishes and individuals. Major accessions originated from St. Paul's in Lachine, the MDTC, St. Columba's Church in N.D.G, the Parish of St. Cuthbert, St. Hilda and St. Luke, and from St. Stephen's Church in Chambly. Additional papers of Bishop Francis Fulford were received for the estate of the Rev. Sam Pollard through the good offices of the Archives of the Diocese of Toronto. Sam Pollard had planned to write the biography of the first Bishop of Montreal.

The Diocesan Archives could not function without the assistance and support of many volunteers including Michelle Tam who organized many boxes of Synod Reports and a large number of fonds transferred from the Montreal Diocesan Theological College. Finally, a word of thanks and appreciation to Sandra Koukou for bearing the brunt of the day-to-day activities of the Archives and answering so many enquiries on so many varied topics.

**Audit Committee***Michael Patry*

No Report.

## **Centre for Lay Education**

*Afra Saskia Tucker*

Acting as Interim Director of the Centre for Lay Education (CLE) since May 2015, I have had the privilege to build on the work of former Director Canon Tim Smart, whose many years of dedicated service to lay education has shaped an entire generation of learners in our diocese. Thank you Tim!

Presently, we find ourselves in a time of breathtaking transition in the diocese with regards to leadership, programming, focus, and more. CLE is no exception:

The relationship between CLE and the Lay Readers Association has undergone a substantial shift over the past year. Previously, the CLE Director was more directly involved in the activities of the Association by virtue of his role as Pastor to the Lay Readers. The Rev. Lorne Eason now fills that role, and Glen Marcotte leads as Association President. CLE now relates to the Lay Readers as a resource and liaison if and when needed.

The Tuesday evening course, once organized every academic term, no longer continues in its original format due to the wish to review its impact and outcomes. In the meanwhile, CLE and the Montreal Diocesan Theological College (where the CLE office is located) is happy to offer its space and support to workshops and other events targeting lay learners:

The Rev. Rhonda Waters designed and led a 5-part Liturgy Lab in Fall 2015, which attracted both lay and clergy participants. CLE in collaboration with the college held a book launch (*ReInvention: Stories from an Urban Church*) and talk in March for the Rev. Mark Whittall, leader of the successfully 'rebooted' parish St. Albans in Ottawa, which has created its focus in ministry around young adults and the homeless. CLE and the college also held a day-long seminar in April led by Holy Trinity Brompton leader and church planter the Rev. John Valentine (*Learning from the Diocese of London Church Planting Experience: One Rector's Perspective*).

I also wish to highlight the tremendous energy around last summer's Montreal Mission Internship program, which enabled 5 young adults to discern their relationship with God, and to design projects in connection with that discernment process. There was little to no focus on the prospect of ordination, and as a coordinator of the program's activities, I took great interest in how CLE and the college can learn from this experience to shape its future offerings to lay people.

We are in a period of programming experimentation and redesign; what and how we choose to launch future programming is being discussed by diocesan leadership in conjunction with the college. In November and December, the college held a series of visioning meetings which brought together an equal mix of lay and clergy stakeholders. A highly significant outcome of the process was the college's pledge to provide lay education alongside its traditional programming for those discerning ordination. The

college's recrafted mission (see: <http://dio-mdtc.ca/about-us/our-mission/>) states in its first point that it "teaches people to be leaders in God's world [...] by offering high quality and innovative programs of theological education, vocational discernment and spiritual formation for lay and ordained people of the Anglican Communion and other traditions." This shift in programming emphasis has major implications for the future of the college and the future of CLE and the diocese.

Certain programming remains in place for now, such as Education for Ministry (EfM), which continues to be a valuable source of scriptural education and personal discernment for lay people in our diocese. In the interim, in addition to co-mentoring with the Rev. Karla Holmes the group that meets at the college, I have also taken up the EfM coordinator role for our diocese.

One area that CLE has been exploring over the past few months is ways to assess the realities of parishes to determine what kind of targeted lay education programming can produce the greatest impact and outcomes in lives of our congregations. Lay education at its best will reach beyond the enrichment of individuals; parish communities need to be able to assess themselves and identify learning goals for themselves in order to become stronger, healthier, and wiser. In November, with Executive Archdeacon Bill Gray's encouragement, I organized a Natural Church Development (NCD) coaches training for a group composed of diocesan staff, clergy, and lay people. The training experience was useful and follow up is presently underway with two of the trainees, the Rev. Neil Mancor and Elizabeth Shama, preparing to deliver the NCD to parishes in need.

Finally, the CLE Steering Committee, whose service has been a great support to the work of the Centre, has been changing in this interim period in terms of membership and focus. Together we have endeavored to acknowledge our environment of change and transformation as we prayerfully dedicate ourselves to supporting whatever next steps are needed to achieve the goal of empowering as many lay people as possible in their ministries.

### **Crosstalk Ministries**

*Linda Faith Chalk*

This is my final report as the President of Crosstalk Ministries. It is time for me to step down and accept other ministry challenges. Christian camping was so important in my early life and helped me discern my own sense of calling, as an adult I have been involved in the running of summer camps and the time that I have spent ministering under the umbrella of Crosstalk ministries has been in gratitude for the many people who gave unstintingly of themselves when I myself was in need of both Christian counsel and a safe haven, both as a child and then as an adolescent. Crosstalk is committed to building strong disciples of our Lord and Saviour Jesus Christ, disciples of all ages. Each year is different with differing ministry challenges.

In 2015 the Day Camps reached a total of 800+ children ministering in 5 provinces with 18 team members making 6 teams possible. Their ministry was spread over 26 different communities including 3 Armed Forces Bases, 4 First Nations Reserves and host Churches of 7 different denominations. The theme of the Day Camp program was "Something to Celebrate." Features included a new puppet slide show and a lively liturgical dance set to music from "The Rend Collection." The work of Day Camps continues throughout the year as Valerie Taylor, Director prepares with the planning committee and many volunteers. The members of the travelling team are often stretched, moulded and pulled out of their comfort zone in order to take God's love to so many children and adults across Canada.

Over the years Junior Camp struggled with decreasing enrollment and so this past year the camp was not held. Mrs. Pat Dearling, director of Junior camp for more than 20 + years retired in September and on October 31<sup>st</sup>, a gathering was held at St. Michael and All Angels to recognize Pat's invaluable ministry over these many years. Pat and her team gave unstintingly as they ministered together. Under the auspices of the Crosstalk Board a group has been meeting to discuss and formulate a relaunch of a Camping Ministry for the children of Junior Camp age and it is hoped that there will be a Junior Camp this summer. Senior Camp was held at Camp Livingstone with 53 campers on site and 23 staff personnel. The camp theme was "March of the Unqualified" and the speaker was Amy Croy, Youth Alpha Coordinator from the Diocese of Edmonton. A combination of teaching, ministry, worship and fun and lively games and activities undergirded by much prayer support always brings blessing and refreshment to Senior Camp. Victoria Huyer as Senior Camp Director and Vice-President of Crosstalk has her hands full as she has three lively young children and has been very active in working with the planning team for Junior Camp as well as assisting in other aspects of the ministry. This year we said good-bye to Angela Henderson who served as the interim Coordinator of Crossroads and I undertook the leadership of this ministry. Over many past years Crossroads met at St. George's, Place du Canada, and they graciously provided a home for us the third Sunday of each month but due to smaller attendance and a few other concerns it was decided to move to a smaller location and so we relocated to St. Stephen's House, Westmount. As St. George's was my home parish I am so very grateful for their hospitality over these many years. Crossroads features a speaker, a lively time of worship and fellowship. We were blessed to have Bishop Mary with us for the Christmas Crossroads as she celebrated communion and she and her husband Mark, shared supper with us before the worship service.

Administratively, our Treasurer, Timothy Huyer keeps us on track financially, Valerie Taylor oversees the day to day running of the office and Wentworth Brookes as our Communications Director is constantly seeking for technology which helps us more effectively manage our mailing list and other publicity in order that we may do our best to communicate all that is happening. Networks, Randy Howarth serving as our editor, was published four times this year. This past year Alex Richards joined the Board as our Development Director and as this was a position which was vacant for several years many of his first tasks were observing and evaluating. He is also engaged with a "re-focus" group to explore the possibility of restarting "Focus" as the means for ministering

to our Camp staff as they give so much of themselves. Tuesday Fellowship continues to meet and provides the opportunity for fellowship and prayer and sharing together. There is a concern to reach a wider group of clergy and lay people.

### Grateful Recognition

As previously stated, Valerie Taylor's hospitality was been such a blessing as she has opened her home to various Crosstalk events and the office is housed in her home. She continues to carry the lion's share of the office and mentor both in the Day Camps as well as other ministries. This past year she has been present to work with liturgical dance for the Crossroads service.

Over my years at Crosstalk I have been privileged to work with many Directors who have been remarkable and faithful in their sense of calling and ministry and I bless God for them. To our current Directors: Valerie Taylor, Victoria Huyer, Tim Huyer, Wentworth Brookes, Nick Brotherwood, Alex Richards and our Coordinator -Chris Barrigar, and Randy Howarth as our editor of Networks you continue to be a sign of God's faithfulness and grace... thank you. And to Pat Darling and each of you, <sup>6</sup>being confident of this very thing, that He who has begun a good work in you will complete it until the day of Jesus Christ; Philippians 1:6. We have been blessed by countless individuals who have partnered with us over the years, either praying for the ministry, supporting financially, or offering support in other practical ways. Camp staff, members of the committees and all whom God has called to help us in equipping saints for the work of ministry, may you be richly blessed.

We were deeply saddened by the death of Vina Sweetman, the CEO of Isaiah 40, who had at one time served as the Director of Day Camps and who supported the ministry in so many ways, one of them very practical in seeing that the Friendly Home Isaiah 40 gave us storage space as well as accommodating so many of our activities. Their generosity is so very much appreciated. As I previously mentioned, we were blessed with the use of St. George's, Place du Canada for the Crossroads service for so many years and for their willingness to accommodate us.

I praise God for his faithfulness and celebrate His love and am grateful for the privilege of having served with Crosstalk ministry for these past twenty years.

## **Diocesan Missioner**

*Mark Dunwoody*

### Maintaining a Missional Church: Remissioning Towards a New Future

Rather than planting a faith community and then politely encouraging it to serve the 'least of these' or to live out 'true religion that our God in Heaven considers pure and blameless' (James 1:27). The 21<sup>st</sup> century Church will work the other way around. It will begin by serving, and see a faith community develop as a result.

Everybody knows that the Anglican Church needs to remission if it is to thrive in the 21<sup>st</sup> Century. The old ways of 'Church' in western society has long gone. Each year the challenges for the Denominational Church in the western world are seemingly impassable. The elephant in the room is that a growing number of people in western society will never participate in current forms of Church. This is a challenge if all your key organizational decisions are based around folk stepping inside a building on a Sunday morning.

In our context of the Diocese of Montreal a mixed economy of church is emerging. Going forward we are making plans to support a broad spectrum of 'church'. To include 'emerging church', 'fresh expressions' and 'church planting'. In addition to the traditional model of our parish church structure which in itself is going through a radical restructuring with regards to defining the financial realities of our many small declining congregations. Interesting learning from the Fresh Expressions movement is they are made up of 40% of unchurched people.

Charles Wesley would have mixed reactions if he discovered that we still sing his songs in our churches in the 21<sup>st</sup> Century. Though initially he might be flattered that his powerful theology communicated through music has provoked such love and longevity, I think he would also spin in his grave that we have kept his life work but failed to learn from his lifestyle. His lifestyle was writing music relevant to his community. He might wonder why we fail to do the same thing.

Phyllis Tickle a prophetic voice in the emerging church movement, and someone who had a joyful sense of humor, would regularly ask church leaders if they were prepared to remove their pews. The answer to this simple question revealed much about their underlying values. While pews were an ingenious way of seating large groups of people comfortably in the 16<sup>th</sup> and 17<sup>th</sup> Centuries, the world has changed around us. Unfortunately, pews have become part of our ecclesiology rather than the principle of our congregations being comfortably seated. Thee' and 'Thou' were the informal version of 'Your' and 'You' in the 17<sup>th</sup> Century. While the language has changed around us, we have held on to the words of the past. Rather than this being faithfulness to the Gospel, it is an unfaithfulness to the heart of God our forefathers were trying to make known.

While many are quick to moan and lament their loss, few are suggesting transformative alternatives that are based on theological principles rather than popular culture. The values & Principles of 'missional communities'\* we will include are:

**ATMOSPHERE:**

The medium is the message. In the same way that words are interpreted primarily through tone and body language, words about God in church are interpreted through atmosphere and approach. Church will not simply be a gathering but a multi-sensory experience of the Christian faith. This will apply to everything from seating, lighting and visuals to music, refreshments and format.

**RELATIONAL:**

New Churches will not commence as a gathering until the leadership team have developed relationships with a core group interested in it. While many churches are attractional in outlook (e.g. how do we get people into pews?), 21st century Church will be incarnational, seeking to embody the Christian faith to folk both connected to and disconnected from the Anglican church and others. This will involve being connected with University activities and societies, building relationships with young people in parishes and being part of University nightlife in Montreal.

**CONVERSATIONAL:**

Participants will be invited into conversation as part of each gathering. Rather than being dissected over Sunday lunch, the message/sermon will be dissected onsite, over coffee, as part of the gathering. All efforts will be made to use social media to continue this conversation during the week.

**EMPOWERMENT:**

Rather than raising up good listeners. Church will seek to raise up well-trained, talented and insightful communicators. Rather than raising up good musicians to play traditional and contemporary music, church will seek to raise up songwriters and poets who will communicate their personal experience of faith and the experience of the community. This does not just apply to those who would take part in the worship elements of the gathering but also administrators, mentors, counselors, youth workers and leaders.

**INCARNATIONAL VS. ATTRACTIONAL:**

When Jesus sends out the 72 in Luke 10, he does not send them out as staff to run one large event that will attract people to it. Instead, he sends them out in pairs to different areas. When they arrive, they build relationships, demonstrate the coming of the Kingdom and then explain what it means. In the same way, Church will not start as an event to which people are invited but rather a network of people serving their local community, demonstrating the Kingdom. When a regular worship gathering commences, it will be as a response to local need, curiosity and engagement.



### **CAUGHT, NOT TAUGHT:**

When Jesus sought to train the disciples, he didn't start a Theological College or a formal training program. He called them first as spectators (and then participants) in his ministry, their lives fully immersed in it. If we truly want Fresh Expressions of ministries to flourish throughout the Anglican church in Canada, it will be 'caught, not taught'. There will be a temptation to prescribe to all churches a training program, reading materials or resources for new styles of ministry. This would spread available resources too thinly and be akin to planting good seed on shallow soil that would be unable to sustain long term growth. A better approach would be to pour all available resources into a new faith community that will train and disciple leaders who can take what they've 'caught' to other areas.

### **JERUSALEM, JUDEA, SAMARIA TO THE ENDS OF THE EARTH:**

When Jesus ascends and the Holy Spirit comes upon the disciples, they do not immediately split to plant churches all over the world. First, they gather together where they are (Jerusalem) where they grow together, grow in number and others grow in understanding. By the time that persecution forces them out of Jerusalem, the Twelve have anointed the Seven who go on to be powerful evangelists, prophets and church leaders. But their training does not begin with information, it begins with service in a community that is feeding widows and orphans.

21<sup>st</sup> Church leaders will be shaped in the act of serving those in need. Church will only divide to go to other places when it has trained up enough local leaders to be sustainable and when the split up pieces are well trained enough to be self-sustaining in new areas.

*\*Includes thoughts from Scott Evans, an Irish theologian, writer and friend of the Diocese of Montreal.*

### **Ecumenical Officer**

*Stephen Petrie*

2015 was another busy year for ecumenical activities in Montreal.

January saw the annual Week of Prayer for Christian Unity service that is organized by the Canadian Centre for Ecumenism. It was held in the Portuguese Mission Church of Santa Cruz which provided a very enthusiastic and warm welcome.

In March the Christian Jewish Dialogue in Montreal (CJDM) partnered with Concordia's Multi-faith Chaplaincy to host an open morning discussion on "Why Bother?" that explored the importance of continuing interfaith dialogue. It was very well attended by many students and set the pattern for what we hope will be an annual event.

April saw the annual Christian Commemoration of the Shoah which took place in St. Ansgar's Lutheran Church in NDG. This service is organized each year by the CJDM

and includes a survivor or a family member of a survivor of the Holocaust who can bring a personal testimony of the tragedy and why we must never forget.

In May the annual Eco Action Day organized by the CJDM focussed on several parks in the area of the Préfontaine metro station. It was a beautiful spring day and close to 200 people took part.

September brought the diocesan family together to celebrate the consecration of Bishop Mary. We had a number of ecumenical representatives present for this important moment in the life of the diocese. Just a month later at our annual Synod we again had several ecumenical partners with us to bring greetings and participate.

Our ministry together with our Evangelical Lutheran sisters and brothers continued with joint participation in activities during the year. The Easter Vigil at St. John's is a particularly moving start to the Easter season and highly recommended. The Montreal Lutheran Council meets regularly and we share in each other's news.

As always, if there is any way I can try to be of help in our ecumenical and interfaith relations, please do not hesitate to contact me.

### **Fresh Start & Post-Ordination Training**

*Neil Mancor, Linda Borden-Taylor*

During this past year Fresh Start and Post Ordination Training decided to combine its groups in order to see if this was a more workable model for introducing material required to further clergy ongoing education to equip these groups with the tools needed as they moved forward in ministry within the diocese. Fresh Start is for clergy both new to the diocese and those experienced in the diocese who are moving into new parishes in their ministries. Post Ordination members are newly ordained clergy who are in Curacies and transitioning towards priesthood. There were eleven of us (facilitators included) meeting approximately every six weeks to look at various topics such as "Entering a new communities, its Challenges and Hopes", "Entering a System" and "Leading an Integrated Life". It is always hoped that the discussion that evolve from these topical areas will assist clergy with their work within the various churches that they serve.

Sometime towards the later part of the year we began to recognize that these two groups should in fact remain separate. Their needs were different (i.e. newly ordained and experienced clergy). It was also recognized that the Curates in this case were not only working with these same clergy on a weekly basis and needed some space on their own to reflect on ministry, but they needed opportunities outside of their curacies to discuss various topics that pertained to their particular situations. To this end it was decided that come 2016 we would separate these two groups out as had been the case in the past in order to meet their particular needs.

## **Lay Readers' Association**

*Glen Marcotte*

2015-2016 has been a year of new beginnings for the Lay Readers' Association of the Diocese of Montreal. We continue to thrive with the guidance and support of our new Pastor, the Reverend Lorne Eason of St. John the Baptist, Pointe Claire.

Our annual Study Day was moderated by Bishop Mary & Dean Paul Kennington as they shared experiences of Living in God's Life in Liturgy & in Mission. Fifty-three very happy lay readers were blessed with music & fellowship as the day unfolded.

The Association's Saturday workshops were offered around the Diocese this year at St. Francis & the Birds in St. Sauveur; the Church of the Epiphany, Verdun; St. John the Evangelist, Montreal, St. John the Baptist, Pointe Claire and Grace Church, Sutton. Weather permitting, attendance has exceeded expectations.

This year's retreat will once more take place at Manoir Youville, Chateauguay, on April 29 to May 1, 2016. Our speaker will be the Rev. Danny Whitehead who will share with us The Ministry of Presence: Ministry to the Marginalized.

The Association has distributed several bursaries this year: four at \$150 & two at \$100.

The Association has now assumed responsibility for the management of funds which were previously under the responsibility of the Center for Lay Education at the MDTC.

## **Montreal Diocesan Theological College**

*Donald Boisvert*

As of the writing of this report, convocation for 2016 will not yet have been held. It will, however, take place on May 2<sup>nd</sup> at St. John the Evangelist Church. An honorary doctorate will be awarded to former Principal, the Reverend Canon Dr. John Simons, in recognition of his many years of dedicated service to the College and his preeminent role as a Canadian theologian. Dr. Simons will also address convocation. The number of students receiving degrees is not fixed as of this writing, but we expect that one may receive a Diploma in Ministry and there will be some graduates of the Education for Ministry programme.

Enrolments this past academic year (2015/2016) are the highest that they have been in some time, with ten students in total. We are hopeful that this is the beginning of an upward trend as the College seeks to reposition itself with respect to its mandate and mission. The College also continues to offer a variety of theological education opportunities, including its Reading and Tutorial programme.

This has been a year of transition and renewal for the College. With the arrival of a new

Principal, the Reverend Dr. Donald L. Boisvert, the College embarked on a board-mandated strategic visioning exercise. In late-2015, we held two intensive planning sessions, and out of this have emerged revised vision and mission statements ([www.dio-mdtc.ca/our-mission](http://www.dio-mdtc.ca/our-mission)) and a detailed action plan for the College. These were subsequently approved for implementation by the College's Board of Governors. While remaining strongly committed to its core mission of training persons for ordained ministry, the College has now explicitly committed itself to offering the broadest possible training for lay leaders and for continuing education needs in the diocese. We are genuinely excited by this shift in approach, and we are confident that it will bear good long-term fruit for the College and for the wider diocese. The College's finances also continue to be a source of serious long-term concern. This year, for the first time ever, we will be approving an operating budget for the College.

After very generously serving as Interim Principal following the retirement of Dr. Simons, the Reverend Dr. Karen Egan has now resumed her responsibilities as Director of Pastoral Studies. Ms. Beth Reed serves as the College's Administrative Assistant and Ms. Afra Tucker as part-time Development Coordinator. Ms. Tucker also assumed the position of the diocese's Director of Lay Education following the departure of the Reverend Canon Tim Smart.

This year, the College's part-time Chaplain and alum, the Reverend Rhonda Waters, left Montreal to assume a ministerial position in the Diocese of Ottawa. We are very grateful for her time among us and for her strong sense of dedication to, and engagement with, the life of the College. The Reverend Jennifer Bourque, a hospital chaplain and also a Dio alum, has replaced her on a part-time basis.

We are very grateful for the assistance we receive from clergy and parishes who supervise our students in field placement assignments, as well as adjunct faculty who contribute to the success of the Anglican Studies seminar. And for all of you who support us through your prayers and donations of love and labour, we give thanks to God for your generosity.

## **Property Redevelopment**

*Bill Gray*

### Goal

Support ongoing innovative property development including re-purposing in order to transform properties from burdens into opportunity.

### Methods

The Diocese of Montreal has resourced professional consultants available to parishes in order to assist them in their property development needs and future visioning. Some of these consultants include:

1. Church Property Redevelopment and Repurposing: Wayne Heuff, Ron Rayside
2. Property and Infrastructure Evaluation and Assessment; Referrals to Required Professional Contractors and Project Management:  
Omnia Technologies Inc.
3. Property Appraisals and Valuations: Altus Inc.
4. Real Estate Sales and Service: Sutton Realty, Chris Gardiner
5. Financial Development Advice and Campaigns: M and M International
6. Education and Workshops: The Diocesan Missions Committee,  
Sophie Rolland Chair
7. Church Planting: Diocesan Missioner, Mark Dunwoody
8. Diocesan Support and Contact: Executive Archdeacon Bill Gray and staff.

Diocesan staff, clergy and lay leaders are also working together with the councils of the Diocese to help determine surplus diocesan property that should be sold in order to relieve the diocese of their expense especially in cases when there is no benefit and use the proceeds to assist other diocesan ministries as prescribed under diocesan guidelines.

### OUTCOMES

Redevelopment Projects in progress:

- St. George's, Place du Canada
- St. Philip's, Montreal West
- St. Barnabas, Pierrefonds
- St. John the Evangelist, Montreal
- St. Peter's, TMR
- St. George's, Chateauguay
- Trinity Memorial, NDG

Diocesan Properties Currently for Sale:

St. Mark's, Longueuil

St. Paul's, Lachine

St. Columba's, NDG Rectory

8 acres surplus property adjacent to Christ Church, Sorel.

**Regional Ministry Developments, 2015***Bill Gray*

Developing Vital Ministries is a primary objective of the proposed 2020 Vision Strategic Plan for the Diocese. It is envisioned that we continue to help parishes to find their mission and stem decline, moving from an attitude of survival towards a life of vibrancy and hope. One of the methods identified and given priority for accomplishing this goal was the enabling of better regional ministries among neighbouring congregations by encouraging regional dialogue about possibilities for shared and mutual mission and ministry. This led to the discovery of potential opportunities for better local sharing of resources and mission. In 2014, 2015; there was the formalization of regional ministries in the Laurentians, Eastern Townships and the South Shore which continues. One principal involved is to pursue together that which seems difficult or impossible to accomplish separately. Another major objective is to ensure in each region the availability of at least one (or more) stipendiary clergy to ensure weekday ministry and parish development in addition to Sunday worship services. The success of this venture is also dependent upon the many retired, occasional and visiting clergy and lay readers/leaders who continue to provide their services for leading worship and otherwise sometimes at very minimal or no remuneration. The success for these regional ministries has been supported by the Diocese of Montreal with the provision of the Diocesan leadership and funding.

The following is a partial list of recent developments in 2015/2016 in exploring further possibilities for regional ministries occurring mainly in the western end of the Diocese of Montreal.

1. St. John the Baptist, Pointe Claire, and Church of the Resurrection, Valois, have engaged in formal negotiations towards considering the viability of a possible merger.
2. The Congregation of Evergreen, Vaudreuil moved to become part of the Church of St. George's, St. Anne de Bellevue.
3. The Congregations of St. Luke's, Hemmingford, Trinity, Havelock and St. Matthew's, Edwardstown are considering options for re-establishing shared, regular clergy stipendiary ministry.
4. Christ Church, Beaurepaire, will use their current interim without an incumbent to re-envision their future by reconsidering their relationships with neighbouring church communities and considering possible new and creative ways for alternate resourcing for future ministry needs.
5. A Diocesan Intervention was initiated for the Parish of Vaudreuil, including St. James Hudson and St. Mary's Como, upon the conclusion of the incumbency of the clergyperson, facilitated by a consultant from the Shalem Mental Health Network' utilizing Faith Care's "Restorative Practice" for building and

strengthening parish relationships during a time of conflict. It is anticipated that this intervention will assist this region in the determination of future direction for ministry.

We hope to continue to explore and develop other regional ministries in addition to these examples of developments on the Western end of the Diocese of Montreal. Our prayerful thanks to God and God's people who have blessed us in these ventures.

### **Provincial Council**

*James Pratt*

The Provincial Synod met June 25-28, 2015 in Fredericton, New Brunswick. In the 2012-15 triennium, the Synod had placed an emphasis on youth work. The major project was a Train-the-Trainer conference, held in Montreal in June, 2014, under the leadership of Mark Dunwoody, Judy Steers and others. Representatives of all the dioceses in the Province came together and were equipped to train youth leaders in their dioceses. They then went home with a commitment to hold one or more training events in their dioceses. Building on this, the Synod committed to helping sponsor the 2016 Ask & Imagine program, with a goal of continuing to build capacity for youth and young adult ministries within the Province. There is also interest in a Provincial youth gathering, and Council will be considering that in this triennium.

The Synod sees itself as a resource to aid the dioceses in our Province to accomplish cooperatively what we cannot achieve individually, because of a lack of financial and human resources at the diocesan level. Besides youth ministry, Synod discussed other areas in which the Province can help dioceses, such as evangelism, greening the church, advocacy for social justice, and technology. In the coming year, Provincial Council will consider whether the Train-the-Trainer model might also work in catalyzing efforts for evangelism and outreach, and how we can share resources across dioceses to help us make more of an impact.

The Montreal members of Provincial Synod are Archdeacon Michael Johnson, the Rev. James Pratt, Penny Noel, Valerie Bennett and Élodie Lambert. Michael Johnson was elected as the diocesan member on Provincial Council.

## **Bishop's Missioner for Reimagining Church**

*Nick Brotherwood*

Since my first report to Synod, in October 2015, I have received several inquiries from parishes and a regional ministry interested in running the “*Reimagining Church: shaped for mission*” course. God willing this will have resulted in seven courses being completed by the time you read this.

Courses have been successfully run in

- the Laurentian Regional Ministry;
- St. Andrew & St. Mark, Dorval;
- St. Barnabas, Pierrefonds and Christ the Redeemer Lutheran, DDO;
- St. Lawrence, Lasalle;
- St. Michael and All Angels, Pierrefonds;
- St. Paul's, Greenfield Park;
- St. Peter's, TMR.

The St. Barnabas, Pierrefonds, and Christ the Redeemer Lutheran, DDO, course was taught by Revs. Pamela Yarrow and Jim Slack. The other six courses were taught by me. Participant evaluations were completed for each course and the results studied by the parish clergy and myself. A consultation is planned for May 3<sup>rd</sup> with clergy and lay leaders from all the parishes and ministries involved, with Mark Dunwoody and myself, where we will evaluate the usefulness of the course, consider necessary next steps, and make recommendations to Bishop Mary.

A Facebook page has been set up to provide an online space for participants from the different courses to exchange comments and insights at “*Reimagining Church: Montreal*.” Please visit the page and “like” it, if you do that sort of thing. Work is ongoing on developing a “*Reimagining Church*” page for the diocese's website.

Thanks to Bishop Mary, I continue to be available to consult with parishes and ministries who might want to run the course, to support parishes who wish to teach the course themselves, and to teach the course where that is requested. Please feel free to speak to your own parish priest, regional dean, or archdeacon if you think the course might be helpful in your context.

Contact me for more information by email at [reimaginingchurch@montreal.anglican.ca](mailto:reimaginingchurch@montreal.anglican.ca), by phone at 514-246 5796, and please visit the Fresh Expressions Canada website, [www.freshexpressions.ca/courses](http://www.freshexpressions.ca/courses) for details of the course itself.



## **Spiritual Direction Group**

*Vivian Lewin*

Christian Spiritual Direction is "help given by one Christian to another which enables that person to pay attention to God's personal communication to him or to her, to respond to this personally communicating God, to grow in intimacy with this God, and to live out the consequences of the relationship." (William Barry & William Connolly in *The Practice of Spiritual Direction*, p. 8). Discernment is both a spiritual gift and a skill to be developed. The Bishop's License commissions Directors whose ministry has been discerned (individually and communally) and who have received preparation and agreed to adhere to accepted standards of practice.

The 10 currently licensed Spiritual Directors in our Diocese include ordained clergy and lay people. We are committed to providing accompaniment without charge, maintaining confidentiality and accountability in our practice via individual or peer supervision, and using the services of trained, prayerful "matchers" who identify suitable accompaniment for individuals who seek it.

During 2015 Norman Starkey began training at the Ignatian Centre. Licensed members of the group gave sermons and retreat talks; served as directors on retreats, individually or as part of the ecumenical team who offer the Montreal Directed Retreats four times a year; met as supervisors with directors in formation; and organized retreats and quiet days. Eight of the licensed directors met individually during the year with 53 people (approximately 375 meetings).

The Spiritual Direction Group is discerning how best to serve and to support each other in this graced ministry in the future. To do this, Dr. Damian Zynda, a skilled facilitator and teacher, was engaged to lead us in day-long studies in 2014 and 2015 and, from then forward, in ongoing group discernment.

Through this exercise of prayer and monthly sharing for the last year, we affirm our fundamental identity as a group – *"We are a contemplative community, centred in Christ, rooted in the ancient practice of spiritual direction, and committed to the care of souls"* – and our non-negotiable values for both community life and mission.

To indicate your interest in attending meetings of this group, contact [sdgroupmontreal@yahoo.ca](mailto:sdgroupmontreal@yahoo.ca)

Vivian Lewin chairs the group, the Rev'd Holly Ratcliffe is leading the group discernment with Dr. Zynda, the Rev'd Michelle Eason is convenor, Betty Ross takes and sends minutes, and the Rev'd Ralph Leavitt serves as treasurer.

## **Synod Planning Committee**

*Susan Winn*

### **Yes! God is With Us: Stronger Together**

Our Conference Synod, October 16<sup>th</sup> and 17<sup>th</sup>, 2015 was held in St. Paul's Church in Lachine. The facilities were refurbished and painted and served the participants very well. Business was conducted on the 16<sup>th</sup>, followed by a Gala Dinner. This event was very successful, hosted by the people of St. Paul's and by Committee members.

This Synod focused on Partnerships within and outside the Diocese of Montreal.

Bishop Barbara Andrews arrived in Montreal to participate in our Conference Synod, and to renew her friendship with our newly-elected bishop, Mary Irwin-Gibson. Alongside the Rev. Annie Ittoshat, Bishop Barbara led two workshops on Aboriginal Ministry. The companion relationship with the Central Interior was renewed during the Synod.

Bishop James Almasi also arrived in Montreal in October to take part in our Synod and to renew with Bishop Mary the ongoing partnership between Montreal and Masasi. Geoffrey Mongesa, executive archdeacon in Masasi, returned to Montreal with Bishop James, and was warmly welcomed by all those who remembered him visiting with retired Bishop Patrick Mwachiko. Bishop James and Canon Geoffrey were hosted throughout the Diocese for ten days. The Partnerships Committee was most grateful to parishes that offered warm hospitality.

The theme of the Conference Synod was "Partnerships" and this theme encompassed many ministries with whom the Diocese works all year long. These local partnerships included Tyndale-St. Georges, Mile End Mission, St. Michael's Mission, and Fulford Residence. Other partnerships exist between local parishes, as well as Council of the North and Companions of Jerusalem.

In the weeks leading up to our Conference Synod the Partnerships Committee worked closely with the Synod Planning Committee to prepare to welcome and host partners, to prepare programs and worship, gifts for visiting partners, renewal documents for the bishops to sign, and many other details that cement our partnerships in God's work in our churches and communities. I have been so grateful to work with these very dedicated teams of lay and clergy members. We were particularly grateful to Sophie Bertrand for her enormous role in coordinating all aspects of this Synod. Her efficiency and skills, and her positive nature added so much to the tone and the smooth organization of this triennial event.

## Vocational Deacons

Excerpt from a June 17, 2001 sermon “Holy Rescuers” by the Rev. Irma Wyman, of the Episcopal Church in Minnesota, who died Nov. 17, 2015.

*“How will we know when we have enough deacons? When all the needs of the marginalized and vulnerable are met; When to gather the gifts of the church and take them to the world, and to gather needs of the world and bring them to the church, has become a habit; When deacons, leading the baptized in and out, have beaten a path between the altar and the gutter so that everyone will see the link between the blood in our chalices and the blood in our streets; When all people respond to the challenge to live, not in the love of power but in the power of love.”*

If you ask a Deacon “what is your job?” the unfailing first response would be that we are the people on the edge – where the world meets the church. Our job is to bring the people the good news of Jesus Christ and the church, and to bring the church out into the world. On Sundays you may see us performing our duties at the Eucharist but our first responsibility and calling is to servant ministry with all God’s children, especially those who are marginalized.

Some Deacons continue on to become priests. Each of these orders are equal and each has some different and some similar ways of serving Christ.

The Deacons of this Diocese are as different as the ministries to which we have been called. We work in our communities with prisoners, exoffenders, children, youth, the elderly, Alzheimer patients, the mentally challenged, people in residential care, illiteracy, the ill and people in the streets. We also work in our parishes and support and uphold the work of our priest.

As deacons we meet monthly in the Diocesan meeting room to offer each other support, to pray and to study together. This year we held a full day’s retreat with Bishop Mary. It was a great opportunity for us to be together and to share and to learn with our new Bishop.

There are only eight Deacons active in the Diocese this year and one semi-retired.

If you would like to learn more about Deacons, if you feel called to inquire about becoming a Deacon, we encourage you to speak to any one of us for more information. The secretary of the Diocesan office can quickly provide you with our telephone number or an e-mail address.

Judy Ball  
Robert Callender  
Mary Pickup

Jessica Bickford  
Merlyne Howard  
Seymour Smith

Robert Coolidge  
Peter Huish  
Jean Willcocks

## **Website & Social Media**

*Mark Dunwoody*

**Goal:** Communicate the values and mission of Jesus to the widest possible online audience.

Our current website went live at Easter 2015. The goal is to have a user friendly website that meets the needs of folk within and outside of our organisation. The feedback has been overwhelmingly positive to date, as with all websites, it is a work in progress.

Our team meets regularly with a view to both keep up with ‘best industry practice’, and make changes according to help our users have a seamless experience.

### **Social Media**

We continue to build interaction on our main platforms of Facebook, Twitter, Instagram and email. Some highlights of our social media engagement has been 22,000+ reached with the St James press announcement, and a mid--Lent reflection that has reached over 10,000. Additionally, we had a great response from our Advent campaign. We are becoming known as a Diocese who both values, and executes media content that is professional, and who consciously communicates that we are family of welcoming Christian communities.

It has also been very exciting to create an ‘email protocol and etiquette’ policy document. In addition to working offering advice to parishes re social media strategy.

A huge thanks goes to the many clergy and others who graciously provide their expertise, advice and knowledge.

Team: Nicki, Sophie, Simon & Mark.

## **Youth Ministry**

*Mark Dunwoody*

This year allowed for the MTL Youth team to further develop its **Action Plan** that was conceived in 2012. There are currently five areas of of action: Leadership Development, Parish Based Youth Ministry, Youth Ambassadors Program, Social Justice, and Outreach.

### Highlights

Over the past year, MTL Youth has been able to intentionally connect with children's and youth ministry practitioners throughout the diocese with the support of newly appointed project coordinator Lee-Ann Matthews.

Building relationships, visiting parishes, meeting in cafes, and providing support to clergy and lay leaders has provided opportunities for relationship building and meaningful collaboration. The Children's Ministry Symposium and the Leaders Weekend are two tangible examples of these relationships. She was also able to serve as a liaison when needed in order to answer questions, offer insights and assist with H.R. For example, at St. Georges, Place du Canada, Rev'd Steven Mackison sought the services of Lee-Ann Matthews and successfully recruited a children's ministry candidate as result.

#### **THE CHANGE AHEAD TRAINING COURSE (OCTOBER-DECEMBER 2016)**

'Change Ahead' is an effective training course for leaders of children's and youth ministry and was offered at the synod office on Monday evenings for 10 weeks from October-December. Seven participants were awarded certificates following successful completion of the course. This course provided relevant theory, opportunities for reflection, fellowship and hands on projects to facilitate learning and to adequately train practitioners in ministry to young people.

#### **STRONGER TOGETHER (SEPTEMBER 29-30)**

Stronger Together is an annual gathering for individuals in the Anglican Church of Canada and Evangelical Lutheran Church who are responsible for coordinating youth ministry at a diocesan or synod level, whether a staff member, volunteer or chairperson or a committee member, etc. This year the event took place in Guelph at the Ignatius Jesuit Centre in Guelph Ontario. Lee- Ann Matthews, Elodie Lambert and Mark Dunwoody attended this inspiring retreat and training. Networking with leaders from across Canada has proven to be highly effective and continues to strengthen bonds, build relationships and thereby encourage leaders. Many leaders reported on their good news stories. Lee-Ann Matthews provided an account on behalf of MTL Youth.

#### **LEADERS APPRECIATION DINNER (DECEMBER 7)**

MTL Youth hosted a Leaders Appreciation event to honor children's and youth ministry practitioners. Change Ahead alumni joined together with new graduates to celebrate and recognize one another.

The Food was abundant and the fellowship was flowing at Fulford Hall. Executive Archdeacon Bill Gray was in attendance and there was a palpable spirit of joy in the room.

#### **The Children's a Ministry Symposium "*Let the Children come unto Him*" (January 23<sup>rd</sup> 2016)**

The first ever Children's Ministry Symposium took place in early 2016. This was a full day of both training and workshop that provided meaningful opportunities for leaders to come together for learning, sharing and fellowship. With fresh tulips on the tables and displays of art and Sunday School innovations. Over 40 people from across the Diocese attended this significant event. Bishop Mary Irwin Gibson was present for the occasion and provided opening words of validation, support and encouragement.

The Children's Ministry Symposium was also a time of crafting a preliminary collective vision of what it means to deliver programming of this nature. Many interesting, diverse and energizing conversations arose leading up to the symposium and as a result of the event. The committee had four meetings leading up to the event which provided ample opportunity to build relationships, to listen and to be heard. The planning process was a meaningful time of growth. The committee of organizers and presenters were: Lee-Ann Matthews (chair), Jean Daniel Williams, Elizabeth Welch, Neil Mancor, Jonathan Bailey, Rhonda Waters, Jennifer Bourque, Tala Strauss and Elodie Lambert.

In addition to the success of the day and the sense of community among leaders, the event raised \$250.00 and donated to a Montreal Women's Organization Logifemme. (See Children's Ministry Symposium Report for complete details)

### **THE CHILDREN'S AND YOUTH MINISTRY LEADERS WEEKEND**

The third annual retreat for leaders of children's and youth ministry hosted by both Montreal and Ottawa Dioceses was a resounding success. At the picturesque Manor D'Youville, participants were able to organize their schedule to accommodate their needs. For those who were seeking retreat opportunities, long walks and quiet spaces were an option. Many participants reported that they felt very nourished by the experience. The feedback was overwhelmingly positive. Under the leadership of master trainers Judy Steers and Jean Daniel Williams, attendees received cutting edge, relevant, accessible and engaging training sessions.

Fellowship was another one of the distinctive highlights as leaders expressed an appreciation

for being among other leaders and for the value praying, nurturing and supporting one another in this way. Inspiring Morning prayer sessions were hosted by Jonathan Bailey and Leslie Giddings. Worship music was provided by Ottawa's Zack Ingles and Montreal's Bryanna Bone. The relationship between the Ottawa/ Montreal Dioceses was further strengthened by this successful weekend.

(See Children's and Youth Ministry Leaders Weekend report for details)

### **ASK & IMAGINE (MAY 8-14)**

Lee-Ann Matthews will be a mentor for the Adult Scholars Program.

The Ask & Imagine Adult Scholars Program is a one-week learning experience. Hosted by the Faculty of Theology at Huron University College, the program aims to encourage excellence in youth ministry in all its forms.

Adult Scholars (aged 18+) receive training and formation for their ministry with young people. Designed as a way to strengthen youth ministry throughout the church, the Ask & Imagine Adult Scholars Program welcomes participants whose ministries amongst youth take place in congregations, summer camps, justice initiatives and community programs.

This program aims to encourage excellence in youth ministry in all its forms by: Providing Scholars with a firm theological grounding for youth ministry Exploring

practical skills through both academic and experiential learning Offering times of spiritual formation and renewal.

### **CANADIAN LUTHERAN ANGLICAN YOUTH C.L.A.Y (AUGUST 17-21)**

C.L.A.Y is an incredible gathering of Anglican and Lutheran youth from across Canada. The Gathering takes place every two years at different locations across Canada. Our Gathering in 2016 will take place in Charlottetown, Prince Edward Island, from August 17-21! Lee-Ann Matthews, Elodie Lambert and a team of four young adults will attend.

### **YOUTH AMBASSADORS PROGRAM**

Y.A.P enables young people to engage in mission- locally, regionally, nationally and internationally, with the hope of fostering lifelong values of the mission of the Christian life. The program was created in 2011 and as of 2012 formed a partnership with MTL Youth and the partnerships committee. Since then the youth have participated in workshops to build leadership and communication skills. And have taken their faith and enthusiasm into the world to share with and to learn from others. Ambassadors have travelled extensively from B.C, Canada to Africa, New York City and beyond.

The Y.A.P (Elodie Lambert and her team) have been instrumental in MTL Youth initiatives this year. From Stronger Together, to Change Ahead, Leaders weekend and Children's Ministry Symposium and most recently will be traveling to P.E.I to participate in the C.L.A.Y event.

### **Final Report of Change Ahead Leadership Course 2015**

#### Introduction

Change Ahead was an exciting initiative offered for the second time by the Anglican Diocese of Montreal. The course was for both new and experienced leaders, both lay and ordained, who have a passion for seeing young people realize their potential, and who are working, or wish to work, in a faith environment with teenagers and young adults. We met weekly to explore the components of successful, reflective, youth work practice. The course was experiential, applicable to participants' current practice, and above all fun!

#### Course Objectives

Students came away from the course with practical knowledge and enhanced skills in group dynamics, effective communication, health and safety issues around working with youth, and the cognitive, social and faith development of teens and young adults. Throughout the course, students were challenged and supported in developing core leadership competencies such as:

- Taking initiative
- Taking responsibility for one's own learning and progress
- Problem solving
- Applying theoretical knowledge in practical contexts
- Having information and communication technology skills
- Sourcing and organizing information effectively
- Listening effectively
- Being numerate and literate

- Communicating orally and in writing
- Working effectively in group situations
- Reflecting on and evaluating quality of own learning and achievement

There were 8 class sessions, which were held on Monday evenings at The Synod office, with the exception of one Saturday session in December. Classroom work was conducted in tandem with a parish placement lasting for the duration of the course, in which students will put the skills they are learning into practice, and reflect on their experiences. Toward the end of the semester, students will devise and work on a major project, and present their experience to the class.

The course material presented was at a university level and a certificate of completion will be granted to students who complete the course satisfactorily. The course is not currently a part of any degree program, but we are evaluating its suitability for credit for Montreal School of Theology programs.

#### Course Schedule

- |                         |                                       |
|-------------------------|---------------------------------------|
| • Monday 7th October    | Introduction & Safe Church            |
| • Monday 21st October   | Listening Skills & Group Dynamics     |
| • Monday 28th October   | Life Stories, attitudes & assumptions |
| • Monday 4th November   | Conflict Resolution                   |
| • Monday 11th November  | Development Stages                    |
| • Monday 18th November  | Organizing Youth work sessions.       |
| • Saturday 7th December | Review of Youth work Activities       |
| • Monday 9th December   | Evaluation & Celebration.             |

#### Responses from Participants

The course was very well received and participants requested more time together, more future trainings and expressed how effective the course was in general. One of the graduates is currently gainfully employed in children's ministry as a result of the course.

#### Learning from organizers

The recruitment of participants proved problematic. The culture of people not signing up beforehand to events/courses in our organization leads to apprehension for organizers. It is worth noting that after the course had started there were several potential participants who wanted to enroll. The decision was taken that this would not be a good thing for the already formed group. The learning from this is that it may be useful to enforce deadlines with a view to changing the culture.

#### Going forward

The collaboration between Mark and Lee-Ann (MTL Youth) worked really well with regards to expectations being clearly outlined and met.

Having two mentors for the session offered participants the chance to engage in the learning in a multi faceted way.

It is suggested that this collaboration be further strengthened by another 'Change Ahead' course in the fall of 2016.



**Leaders' Weekend (March 4-6, 2016)**

Co Sponsored by the Anglican Diocese of Montreal and the Anglican Diocese of Ottawa, 34 leaders came together for fellowship, retreat time and training opportunities from March 4-6. The retreat was inclusive to 4 others who participated at various points throughout the weekend.

With two master trainers, Judy Steers and Jean Daniel Williams, there were ample opportunities for meaningful hands on learning to take place. Participants were encouraged to select from the children's (J.D) or youth ministry (J.S) tract (see full schedule below)

The 3rd Annual Montreal / Ottawa Leaders weekend at the Manoir D'Youville can easily be deemed a success. Based on feedback that was given during and recorded following the event, participants described this weekend as being very meaningful, from the level of organization, ease of registration, to the accommodations, high quality training and time spent together in fellowship, building and strengthening networks.

Find below an email from a satisfied participant:

*Dear Lee-Anne:*

*From the moment you welcomed me in the lobby when I arrived with Leslie, I was caught up in your infectious energy and love for the Lord and for your care for every participant on the weekend.*

*For many years I have been a part of Youth Ministry.....*

*Jean Daniel and Judy were a great balance, both so passionate and dedicated and both allowed us to play like the children and youth that we share our faith with in all the varied Faith Communities that we represented. How refreshing it was to worship and play together in such a marvellous location !*

*Thank you for all the work that I know goes into planning these weekends! Zachary and Bryanna were the perfect channel for the Holy Spirit to fill our hearts with their music ministry, hoping they would continue to be a part of future weekends too. For me listening to Mark Dunwoody brought back very wonderful memories of my father's voice. I shared with Mark the fact that my Dad came from Bangor County Down and found out that Mark is from Ballymena County Antrim just a few hours away.....*

*Definitely going to follow John Daniel's FB page, hoping to continue serving the Lord in Children's Ministry in some capacity until I can no longer sit cross legged on the floor LOL. Praying for you and those you love and care for,  
Virginia*

### Children's and Youth Ministry Weekend Schedule Overview

#### Day 1 (Friday, March 4<sup>th</sup>)

|        |   |
|--------|---|
| 3 pm   | Early Check-In  |
| 3-6 pm | Registration (Leslie)   |
| 4pm    | Meeting with Leadership team: Leslie, Bryanna, Judy, Jonathan B. Jean Daniel, Mark, Zack, Lee-Ann (prayer and touch base) |
| 6pm    | Supper  |

7:00 pm Welcome / Opening words / prayer (Lee-Ann)

Holy Living God,

Thank you for blessing us with a call to service for children, youth and families

Thank you for gathering us together this weekend here - to strengthen, renew and remind us why we do the work we do-Not for ourselves but for you-Please help us to let children youth and families come to know you, to be instruments of your peace, To build your kingdom and light the way We ask for your blessing on all leaders of children's and youth ministry in your name Especially for those at the Inspire Conference in Vancouver, B.C

Strengthen us

Inspire us

Unite us

Be with us

Fill us with your grace, love, and truth

We ask for all this in the name of your son Jesus Christ

Amen

Opening worship with music (Zack and Bryanna)

7:30 Opening training session (together) Introductory Activities (Judy and Jean Daniel)

-Empathy in Children's and Youth Ministry

-Children's and Youth Ministry as Social Justice

9:30pm social time

### Day 2 (Saturday, March 5<sup>th</sup>)

6am Morning Prayer (Jonathan B. to lead morning prayer)

7:30 am Breakfast

8:30 am Morning Session (Zack and Bryanna open the day with music)

### Children (J.D)

Telling Stories Together with Children: Bible, Worship, and Arts...

Song and dance and clay and crayons and glitter and puppets and jumping up and down for Jesus! We'll be taking Bible stories and children's roles in worship life very seriously by occasionally being a little silly.

### Youth (J.S)

Effective use of Games and Play in Youth Ministry

Interdisciplinary hands-on learning through Psychology, Theology, Philosophy, Monster Balls and Rubber Chickens.

12:00 pm Lunch

1:30 Pastoral Care and Intervention for Children and Youth in Crisis (Jen Bourque)

2:30 Break

3:00 (J.S) designing learning experiences through Play and Games for children and youth

5:30 pm Supper & Free time

7:00 pm "Burning Questions" (Leslie)

- 7:45 pm Integration of Learning (Judy Steers)
- 8:45 pm Worship (Zachary and Bryanna)
- 9:00 pm Social Time

Day 3 (Sunday, March 6<sup>th</sup>)

- 8:30 am Morning prayer with Leslie
- 9 am Breakfast
- 10 am Closing Reflection and networking with Mark Dunwoody ("the new note finders")

Although there was a strong synergy between the two trainers and their content was viable, as we look towards planning subsequent events, it would be best to reduce the amount of time spent training and offer more 'down time'.



Those who participated in all of the trainings definitely felt a need for some time to process and reflect.

Otherwise, the collaboration between the two dioceses continues to strengthen and is a source of pride. We look towards continuing and growing the Annual Montreal / Ottawa Training and Retreat.

## **Chaplaincies**

### **Concordia University Multi-Faith Chaplaincy**

*Ellie Hummel*

Someone once told me that if Concordia University was a city, it would be the tenth largest city in Quebec. With almost 45,000 students, around 3,000 staff and close to 200,000 alumni/ae - many of whom are still very much connected to this institution - Concordia University is indeed a world unto its own. No wonder students can feel lost or alone. Like any big place, they search for smaller communities and ask questions of belonging and community. And that's where Multi-faith Chaplaincy comes in.

One of our goals is to offer space for students, where they can just be. Our meditation room is a quiet space for prayer, meditation, personal conversations amongst students and for playing the piano. Our kitchen / lounge area is a drop-in space, where people can study, nap, heat up their lunch, get free coffee or tea, and connect with other students. We have some regulars who hang out here. This year, several of them have been bringing their guitars and drums and fill our space with music. They have also become a supportive community to each other, celebrating birthdays, sharing resources and insights, and listening to one another. It has been amazing to watch a motley group of students become a close community and welcome others into their circle.

While some spend most of their spare time at Multi-faith Chaplaincy, others drop in only occasionally. For some, it is enough to know we are there, just in case, or to take advantage of specific programs and services. Whatever the pattern, many of the students have described these rooms as safe space, as a place where they are welcomed and accepted, where they can connect with others on a deeper level. Others have commented on the atmosphere in the building, that it feels different when they enter, that they can breathe more deeply, and be themselves. Many comment that Multi-faith Chaplaincy provides a small community within a huge community, a place where they are known by name.

Giving space, physically, mentally and spiritually, is a gift Concordia Multi-faith Chaplaincy offers to our students. It allows them to consider the big questions of life of meaning, purpose, belonging and difference making. It allows them to pause, breathe and be reminded that life is larger than papers, exams and jobs. As chaplain, it is a privilege to connect with the students as they search, and to be witnesses to their lives. I am grateful that I can walk part of their the journey with them. I am particularly grateful that I can be present with these students and the university community as a whole on your behalf. I pray that by doing so, I might indeed be a witness to our faith.

### **Federal Prison Chaplaincy - Cowansville Institution**

*Tim Smart*

I'm currently contracted for about 7 hours a week in the Federal Prison at Cowansville.

Within this constraint, I continue to open the Chapel up on Monday evenings for inmates and welcome church volunteers from the outside who come in to share in singing, bible study, and prayer. We have over 50 volunteers from local Anglican, Roman Catholic and Baptist Churches, as well as volunteers from Evangel Pentecostal in Montreal.

And on Friday mornings, volunteers from Yamaska Literacy in Cowansville arrive to help the guys with English; and on alternate Friday mornings, volunteers from Sac à Mots in Cowansville come in to help the men read and write in French.

Our Chaplaincy Team at Cowansville consists of: Two full-time chaplains, while myself and another Catholic priest are part-time. We have an Imam coming in one day a week and a Rabbi occasionally. There are currently about 530 inmates in Cowansville, serving sentences from 2 years to life. The presence of Chaplains is very much appreciated by the inmates, especially in a place where kindness and compassion are in short supply.

The volunteers who participate in our programs are invaluable in making connections with the community and building relationships of trust and support. My thanks to all those who volunteer in prison !

I'd like to thank in this report the Anglicans who are involved in this ministry :

Pamela Dillon, Bob Morrell, Camille Isaacs, Doug Mackean, Clayton Brunton, Nancy Coderre, Jane Frances, Lucie Lejeune, Gillian Lortie, Andy O'Donnell, Gordon and Galies Renny, Marion Standish.

### **Federal Prison Chaplaincy - Federal Training Centre, Laval**

*Peter Huish*

My formal contractual work as chaplain in Corrections Canada will come to an end on March 31, after service during some eighteen years in six different penitentiaries, three medium security and three minimum security. It has been an extraordinary blessing for me being among these members of Jesus' family just where he indicated they, and he, were to be found.

There will be some continuance of the blessing. It has been agreed that although retired, I will be authorized to continue in a limited role, regularly leading gatherings in the chapel at the Montée Saint François, minimum-security site of Federal Training Centre, for the particular approach to community making through bible study which we enjoy in a prison setting.

I am grateful that it will be possible to continue to play a role in the re-socializing and reintegration of men who are so motivated, a role that is shared with a small group of volunteers who are regular participants in our chapel gatherings in the prison. It is a role which has additional dimensions in the community where we are able through *Open Door* and other projects of *Communitas* to walk further with these men.

You may have read recently of the latest report by the Correctional Investigator who regularly reports independently on the performance of the Correctional Service in meeting its statutory obligations to safety of the Canadian public, in a humane and just manner. In the report, there is mention of an extraordinary 40% reduction in the use of segregation (solitary confinement) in prisons in the last year. Most remarkable is that the greatest part of this reduction has taken place since the October election which changed the government. That such a conservative monolith like CSC can change its practice so quickly shows how important it has been for us to raise our concerns over recent years about the harshness of Canada's "tough on crime" excesses in the practice of justice and to have struggled politically against them.

It feels like the right time to stand down from that struggle which will free up energy for attending to those whom Jesus bids us recognize, visit and walk with. I would welcome your enquiries about this kind of discipleship if the call to visit those in prison resonates at all for you. Our bible studies in the prison chapel take place on Thursday evenings in the closest of federal Institutions, in Laval.

Thank you for praying for those in prison.

### **McGill Anglican-United Chaplaincy**

*Jean-Daniel Williams*

The Anglican-United Christian Chaplaincy at McGill is a ministry of our two denominations in conjunction with the McGill Office of Religious and Spiritual Life. It is my second academic year as chaplain, and I am overjoyed to report that our ministry is thriving and growing.

We host a monthly, bilingual young adult worship service and supper that has alternated between St James United Church and Fulford Hall and averages around 50 young adults in attendance. A highlight was our January 2016 supper and worship when we celebrated the week of Christian unity and were joined by Bishop Irwin-Gibson and Catholic, Orthodox, and Coptic student groups from McGill and Université de Montréal. Each Wednesday we have an English-language Bible study and supper, *Hungry Minds*, at Christ Church Cathedral, which is a shared ministry of our chaplaincy, the Cathedral, and St James United Church. Once a month we work with other Christian chaplaincies to make and distribute lunches to the needy. Beyond this regular recurring events, we have two annual retreats, a small leadership retreat which

we took with 10 students in St-Donat in January and a large retreat we did for 45 young adults in October in Île-aux-Noix, generously funded by GUM grant.

Reaching beyond McGill, we have been deliberate about offering our ministries bilingually and in French to connect with more young adults in Montréal and have supported a French-language Bible study at Université de Montréal with our ecumenical partners in the Centre Benoit-Lacroix Catholic student centre. The chaplaincy strives to connect with our own local parishes, so the chaplain serves the Cathedral and St. James United as an affiliated associate minister for young adults, and is eager to find ways to work with the new St James Montréal (Anglican) church plant as mutually beneficial. The chaplain and students have also visited and participated in services at St John's Lutheran Church and Temple Emanu-El-Beth Shalom. On campus we have built ecumenical and interfaith relationships through numerous panel discussions, guest lectures in classes, and joint events such as a board game night and community service projects. The chaplain is also the McGill staff person overseeing an ecumenical association of Christian graduation students. The chaplaincy's office is generously hosted by Diocesan College, which is a very real and appreciated sign of our Anglican connections and support. It also allows McGill students to discover Dio!

The relationships between students and the passion they show in the chaplaincy's events and in their parish life are truly life-changing and miraculous to watch. Our students have preached, accepted internship, taken leadership roles in youth and children's ministries, and written powerful reflections on Christian life. In the past year, five young adults involved in chaplaincy life have been baptised!

In the coming year, we hope to build upon the wonderful start the last year and a half have been, and continue to expand what we can offer, with our parish partners, to the young adults at McGill and other Montréal universities, and in English and French. I am grateful for your prayers and support.

### **Mouvement Communitas**

*Peter Huish*

Our community chaplaincy project on which I have reported to Synod since 2001 has finally taken the advisable step of incorporating and re-naming itself: Mouvement Communitas Inc.

We are pleased with the new name, *Communitas*, a term coming from the world of anthropology and suggesting a number of things that apply to our ministry: an in-between place where there is a sacred experience of togetherness by those who find themselves in shared movement from one social reality to another - much as we experience life together in our project where seeing each other face to face, accompaniment and walking together have priority over conventional dividers such as status, role, or rank. We have always known that we are intentional about a style of sociality that follows if we take seriously the gospel call to welcome the stranger.

The name simply captures better the spirit of our endeavour over the years, and which continues, perhaps now with some new images and terms that will help us in speaking of it, and which may render us more visible to our wider community. We are hopeful that more solutions will be found to meet the challenges of funding work like ours at *Communitas*, assisting the transition of ex-prisoners to life in the community, including *Open Door*, our weekly community gathering in Fulford Hall on Tuesday evenings, *Circles of Support and Accountability* (CoSA) which require a dedicated, private meeting space, *Table Talk* when we gather weekly for lunch and conversation, and our regular *Movie Nights*.

Given the informal, fluid and transitional sense of *Communitas*, “incorporation” may appear incongruous given the greater structure and formality which it implies. It is true that our more organic and *ad hoc* style of governance during our earlier years has corresponded well with our mission and work but the decision is important for what incorporation will add – qualifying us for benefitting from funding by government and a variety of foundations and charities, and bringing into our community more gifted resource people to assist in governance, development and in the work of community-making itself.

We are grateful and deeply indebted to the many volunteers who give life to the gospel hospitality which informs our community and we invite you to visit our website [www.communitasmontreal.org](http://www.communitasmontreal.org) to learn more about our project. I invite you to contact me at 514 812 4863 with your comments and questions and I ask you to keep us and those whom we serve in your prayers.

## **Ste-Anne’s Hospital**

*Stephen Petrie*

After many years of negotiations and on/off dates, the transfer of Ste. Anne’s Hospital from Veterans Affairs to the province was finally confirmed in 2015 and is set to take place on April 1, 2016. This news was met with a mixture of relief and anxiety. For employees who have been waiting for an opportunity to retire early this was good news but for most it was an anxious time. More importantly, it has caused anxiety and stress with the residents and their families as no one is clear on just how the hospital will operate once the province takes over. To complicate matters further the whole provincial healthcare system is undergoing a massive reorganization of its own. Ste. Anne’s will fall under the Centre intégré universitaire de santé et de services sociaux (CIUSSS) de l’Ouest-de-l’Île-de-Montréal. This CIUSSS includes, among others, St. Mary’s, Batshaw, Grace Dart, and the Douglas Hospital. As the transfer date approaches it is a time to say goodbye to many long-time employees and face the future with some hope and trust. Non-veterans will be admitted immediately after the transfer. As I write this in early March I am told that chaplaincy will continue for another year but there is nothing in writing just yet.



As we prepare for the transition another ward has been closed which leaves us with over 130 empty beds. It will be a great change for the better once we start filling those beds and reopening wards.

Changes aside, it is always a great privilege to share in the lives of the residents here. Ste. Anne's is a very special place and I am honoured to work here. We are always on the lookout for new volunteers so if anyone is interested, please do not hesitate to contact me.

Once again I want to thank Neil Mancor for providing on call backup two days a week. I also want to express my great thanks to the volunteers who do so much to help at the services here: Marge and Bill McConnell, Stephen Crisp, Claudette Davidson, Joan Ward, and Norma Longtin. Everything you do is greatly appreciated!

## **Reports on National Committees**

### **Anglican Fellowship of Prayer - Canada**

*Valerie Bennett / Stacey Neale*

The Anglican Fellowship of Prayer (AFP) exists to encourage and enable the ministry of prayer in all its forms of expressions in the life of the church. It is there to assist clerics and laity to increase prayer in their work and life through its teaching resources designed for individuals and congregations. The main purpose of AFP is to promote the practice of Christian prayer by all.

In June 2015, we participated in the AFP consultation to help vision the direction this important organization will take in the coming years. Diocesan Representatives from across the country gathered in Newfoundland for this event. We met many wonderful prayerful people and were re-inspired to promote the AFP here in Montreal. In addition to many prayer opportunities, the discussions on the APF proved very fruitful. A full report was published in the Montreal Anglican, September 2015.

Along with many other groups in the Diocese, the AFP presented a poster of its activities at the Conference Synod and used it to advertise a winter prayer session. This workshop, scheduled for January 16<sup>th</sup>, 2016 at St. Mark's Church in Dorval, was pre-empted due to a parish funeral. This event will be rescheduled within the year. In the meantime, we plan to be a prayerful presence at Diocesan Synod on June 18, 2016.

A monthly prayer highlighting important areas of concern in the Diocese continues to be published in the Anglican Montreal. We are constantly amazed at the work of the Holy Spirit as topics for these prayers come to us in timely ways. We were particularly touched by how the February prayer for refugees flowed smoothly with the editorial content on this issue. We received a lot of positive feedback on the January prayer for parishes facing closure which is a concern for many.

We would like to take this opportunity to thank Mr. Harvey Shepherd for his patience, kindness and support in helping us to publicize the AFP. We appreciate and admire his publishing skills very much. We wish him the very best in his well-deserved retirement and pray it is filled with good health and adventures.

A prayer activity that we cherish very much is the annual outreach we do when we receive the list of new deacons and priests for ordination. We send these individuals a letter explaining the AFP and, most importantly, we let them know that we are praying for them as they prepare for this special milestone. Going forward, we will arrange for them to receive a Nan Henderson Certificate to purchase AFP resources. This is a national initiative designed to encourage new deacons and priests to use the AFP resources in their new parishes.

We want to grow our circle of AFP prayer partners and encourage everyone in the Diocese to join us in this adventure. We are constantly praying about the concerns that affect the Diocese and would welcome your support in this effort.

A vote of thanks is in order to Nicki Hronjak of the Programme office and to Maria Abate, the Bishop's Secretary, for their kind cooperation in many situations. We also thank Bishop Mary for meeting with us last fall to discuss the AFP.

### **Communication and Information Resources Committee and Anglican Journal**

*Sue Winn*

The Standing Committees of General Synod have undergone an enormous change during this current triennium. Decisions were made by the Council of General Synod that committees would meet once face to face in Fall 2013. Since that time committees have attempted to use electronic means of communication. The goal of this decision was to save funds, but members have come to acknowledge that it is most difficult to work in isolation without personal contact. As a result, the staff of General Synod carry the load of the work, with limited support from committee members. The CIRC has recommended that all standing committees meet face to face once each year in the next triennium, 2016-2019.

The Chair of CIRC resigned from his position at the end of the first year, and the Rev. Karen Chalk was invited to replace him. In recent conference calls, members have been asked to respond to changes to the Anglican Church of Canada website, a much more interactive medium of communication. In addition we explore the ongoing interest in the Anglican Journal, which offers regular articles and updates online. A number of grants are available to parishes that initiate local programs based on one or more of the Marks for Mission. The response has been disappointing as funds are available but few parishes apply for these grants.

At General Synod 2016 questions about the future of Standing Committees will be addressed, especially concerning meeting opportunities, function and ongoing support to staff at Church House.

### **Council of General Synod (COGS)**

*Karen Egan*

This will be my final report as a CoGS member (Council of General Synod), as this spring was the final CoGS meeting of the triennium, and the General Synod that will be held in Toronto this July (GS2016) will be electing a new council, for the next triennium. I was unable to be elected to GS2016 at our diocesan Synod this past fall, as I have already been elected for three consecutive synods, and the canons of this diocese prevent me from being elected again until I have waited out at least one three year period.

This past three years have been very interesting and eventful. The most compelling part of our work together was our work in deepening our relationships to our Indigenous partners in the Anglican Church. A significant portion of time was allotted at each meeting to learn about and contribute to the work of reconciliation, and to learn about the work of the TRC. Some time is given to ACIP (The Anglican Council of Indigenous Peoples) leadership at each meeting to report on the working of their council, and to bring news and concerns. In November 2014, COGS was one of the first groups to hear and witness the “Indigenous call to the Church Leadership”, calling for renewed energy in the church to make real changes to improve the life and well-being of indigenous communities and to return power to indigenous leadership in the Anglican Church. Over the course of this year this document was modified, and discussed, and modified again, so that CoGS was given a much better sense of the urgency of that call and the context from which it came. Its ongoing work also helped it to begin to understand how the church might respond to this important call to the church. During this triennium, CoGS also did some anti-racism training, and participated in a very engaging map exercise which was intended to help us understand why it is so important to repudiate the Doctrine of Discovery, a doctrine which continues to distort our understanding of history, and which limits the possibilities for a genuine relationship of equals.

During the whole triennium, the Truth and Reconciliation Commission was at work, and there were frequent reports on its work, and its achievements. In the fall of 2015 a summary report was given to the nation, and this report, and its 94 calls to action were presented to CoGS. The church has been given a real mission to respond to those calls, and work has already begun to address them, in the field of governance and mission. The work of reconciliation is ongoing, and CoGS plays its small part to embrace these calls and to disseminate this positive movement across the whole Church and into the neighbourhoods that it serves.

As we move into GS2016 the piece of work that seems to have been most newsworthy is the work that CoGS has undertaken to send a motion to the floor of GS2016 to change

the marriage canon to allow for same sex marriages, something that the law has permitted for some time now. The work began early in the triennium at the very first meeting of CoGS, when it was decided to set up a commission to consult widely and write a theological rationale for the proposed changes, and to examine if doing so would contravene the Solemn Declaration. This commission was also responsible for producing the motion which would eventually come to the floor of GS2016. All that work came to the church and to CoGS in its final form in September 2015, when the report *This Holy Estate* was presented to CoGS at a special meeting held in Toronto. This set the stage for the conversation to move into the church over the next year in preparation for the decision at GS2016, a conversation which has been lively, and well-focussed, including an open letter to CoGS from the House of Bishops in February 2016, and a reply which was crafted by CoGS in its final meeting in March 2016. Look for GS2016 to discuss this issue and bring it to a vote. Keep in mind that because it is a canonical change, it must pass in each of the three houses (Laity, Clergy, and Bishops), by a 2/3 majority, a very high bar indeed.

One of the other important things that COGS has been doing, has been overseeing many changes to the ways the National Church's Committee structures and ministries operate. Under the broad category of "New Ways of Working", COGS has heard how committees have drastically cut back on face to face meetings, using technology to meet electronically, and attempted to spread the work of these committees across a broader base of participants. This effort has proved to be a mixed success, with some committees thriving under the new structures, while some committees seem to have got their wheels stuck in the mud. This process of implementation continues to be an important part of COGS' work, whose success will be seen in the movement towards more partnerships in the church, and a wider sense of collegiality. While there will inevitably be changes to how these initial new structures were conceived, there have been several positive outcomes already observed. Many more people have become involved in certain committees, because committee involvement has been much less costly for each individual, (it is virtually free to be on a conference call, for example) and it has proved much less costly overall, putting much less strain on the budget of the national church. Over the next triennium, I anticipate that CoGS will continue to work towards improving their "New Ways of Working", to optimize the resources that the National Church has been given, and to better serve the church and the world.

Fostering relationships lies at the heart of much of the work that CoGS does. At council meetings we welcome members from our full communion partners of the ELCIC (Evangelical Lutheran Church in Canada), and The Episcopal Church in America (TEC). Much is gained as experiences are shared between the churches and cooperation in mission is fostered and celebrated. In November 2015 a joint meeting was held in Toronto with our Lutheran brothers and sisters, where we learned about joint projects in liturgical development, ecumenical relationships, and world mission were presented. Such meetings enlarge our church and enlarge our imagination, leading to increased confidence and greater impact. We can look forward to another Joint Assembly with the ELCIC in Vancouver in July 2019 where our two churches come together to renew and enhance our mutual relationships.

My membership in COGS, and my work in the Planning and Agenda team for COGS has been productive and fulfilling. It is inspiring to meet and really get to know a good cross section of Anglicans from across our church, as well as partners in the Lutheran and Episcopal churches. The work can be exhausting, but it is always full of hope, and I am thankful to have been elected to General Synod for the three sessions I have served. I look forward to an opportunity to serve again at 2019, should I be elected by this synod.

### **National Partners in Mission Coordinating Committee**

*Robert Camara*

The Partners in Mission Coordinating Committee (PIMCC) of the National Church continued to review its relationships with its five communion partners.

In regards to Africa Relations, this past year PIMCC organized a Companion Diocese Relations Consultation of Canadian and African Dioceses, in Dar es Salaam, Tanzania, May 14-17, 2015. By the time Synod meets in June 2016, the Consultation of Anglican Bishops in Dialogue would have met for its seventh consultation on May 25-29, 2016 in Accra, Ghana – to continue to strengthen relations between dioceses in Africa and in Canada.

In regards to Cuba Relations, PIMCC completed a letter of Partnership and Joint Ministry between our two churches. From April 30-May 7 a Justice Camp was held with 25 participants from the Anglican Church of Canada participating in Cuba and 25 Cuban participants. The theme was *Common Good: Promise of the Reign of God*.

In regards to Jerusalem Relations, 2016 Letter of Partnership and Joint Ministry Agreement with the Episcopal Diocese of Jerusalem was completed. Funds were raised from all sources for the medical ministry of the Episcopal Diocese of Jerusalem (Companions of Jerusalem, Jerusalem Sunday, Gifts for Mission). Consultation with Archbishop Dawani in 2016 will identify a new designation for the next triennium. The Companions of Jerusalem initiative continues to establish and develop as a new way of working (Vision 2019 Practices) with Communion and ecumenical partners, to extend and connect leadership and other resources for partnership with the Episcopal Diocese of Jerusalem throughout the church national. Jerusalem Sunday was observed May 8th to celebrate and learn about the “living stones” of the Anglican Church in the land of Christ’s birth, death and resurrection, and make a special offering to the ministries of the Diocese of Jerusalem. With respect to Resolution A172 (2013) Peace with Justice in Palestine and Israel, 6 stories appeared in *The Anglican Journal* online between November 1st, 2015 and January 31st, 2016 featuring news of the Middle East region concerning Syrian refugees. An online Morally Responsible Pilgrimage resource is in progress. A local Vancouver Friends of Sabeel group was formed as a result of the Seeking the Peace of Jerusalem conference in Vancouver, April 2015. Meetings between staff of the national church and Centre for Israel and Jewish Affairs (CIJA) offices continue to take place for

the purpose of continuing conversation on opportunities to encourage and support strong relations between Canadian Jewish and Anglican communities, and to work together in support of the mutual priority of supporting health care services for Palestinian children living in Israel, West Bank and Gaza.

In regards to Melanesia Relations, there was a transfer of Gifts for Mission donations to three (3) Church of Melanesia mission priorities: Christian Care Centre, John Coleridge Patteson University, and Religious Order of the Melanesian Brotherhood. Planning is also underway for a partnership visit on the occasion of the Enthronement of the new Primate and Archbishop George Takeli, Bishop of Temotu.

In regards to Asia Relations, an effort will be made to re-develop a relationship in the new triennium.

Finally, PIMCC continues to work with Canadian Dioceses to assist in establishing and maintaining relationships with dioceses within the Anglican Communion and the Church here in Canada. PIMCC has also worked alongside and supported the work of the Canadian Churches Forum for Global Ministries in training leadership to undergo ministry abroad.

The Partners in Mission Coordinating Committee is very thankful for the support and leadership of Andrea Mann, Director of Global Relations for the Anglican Church of Canada.

## **J. MINUTES OF CONFERENCE SYNOD 2015**

Minutes of Synod  
October 16 & 17 2015

### **Opening Session**

**Friday, October 16, 2015**

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#### **Opening**

Delegates assembled at St. Paul's Lachine for the Synod Eucharist, including the Bishop's Charge. The Right Reverend Mary Irwin Gibson called the 156th Synod of Montreal to order at 9:00am upon the declaration of the Chancellor, Me. David Eramian, that there was a quorum in both Houses.

#### **Welcome**

The Rev. Annie Ittoshat welcomed Members, and Visitors to the Synod.

Synod reconvened in the Church Hall at 10:30 am, following a refreshment break. The Bishop welcomed our guests, including Bishop Barbara Andrews, APCI, and Bishop James Almasi of the Diocese of Masasi.

#### **Emergency Procedures**

The Executive Archdeacon, the Ven. Bill Gray outlined the emergency procedures to be followed in the event of a fire alarm.

#### **Greetings from Ecumenical Partners**

The Bishop invited the Ecumenical Partners to bring greetings, Monseigneur Lépine from the Roman Catholic Archdiocese of Montreal, Pastor Jim Slack from the Evangelical Lutheran Church and, the Rev. Mead Baldwin from the United Church of Canada .

#### **Election of Lay and Clerical Secretaries of Synod**

Mr. Jim Shepherd moved, seconded by Mrs. Wendy Crookes the nomination of Miss Valerie Taylor as Lay Secretary of Synod. There being no further nominations the motion was voted upon. Carried

The Ven. Bill Gray moved seconded by the Rev. Yves Samson the nomination of the Rev. Sophie Rolland as Clerical Secretary of Synod. There being no further nominations, the motion was voted upon Carried.

**Election of Diocesan Treasurer- Motion "A"**

Ven. Michael Johnson moved, seconded by the Rev. Eileen Steele, the nomination of Mr. Ron O'Connell as Diocesan Treasurer. There being no further nominations, the motion was voted upon. Carried.

**Appointment of Auditors-**

The Ven. Ralph Leavitt moved, seconded by the Ven. Michael Robson that the firm of BDO Dunwoody be appointed as Auditors for the Synod for the coming year; there being no further nominations, the motion was voted upon. Carried.

**Approval of Minutes of Synod 2014- Section "J"**

The Rev. Sophie Rolland moved, seconded by Miss Valerie Taylor that the minutes of the 155th Synod of 2014 be approved. The motion was voted upon. Carried.

**Appointment of the Committees of the House**

The Ven. Bill Gray moved, seconded by Ms. Ann Claude Geoffrion that the members of the Committees of the House, as posted, be appointed by Synod. The motion was voted upon. Carried.

**Privileges of the Floor**

The Ven. Bill Gray moved, seconded by the that Privileges of the Floor be granted to:

The Right Rev. James Almasi  
The Rev. Mead Baldwin  
Ms. Mary Abate  
The Rev. Annie Ittoshat  
Ms. Jennifer James-Phillips  
Mr. Mark Dunwoody  
Mr. David Burnstun  
Ms. Mariette Gagnon  
Ms. Linda (Lou) Hachey  
Ms. Beth Reed  
Ms. Jen De Combe  
The Rev. Jim Slack  
Ms. Linda Lou Hachey  
Ms. Lee-Ann Matthews  
Mrs. Penny Noel  
Mr. Tyson Rosberg  
Mr. Eric Winn  
Mrs. Jane Bell  
Mr. Jonathan Widdell

The Right Rev. Barbara Andrews  
Ms. Olivia Daniels  
Ms. Nicki Hronjak  
Dr. Adriana Bara  
Ms. Sophie Bertrand  
Mrs. Elizabeth Hutchinson  
Ms. Doreen Field-Page  
Mr. George Greene  
Mr. Paul Clarke  
Ms. Ardyth Robinson  
Mr. Harvey Shepherd  
Ms. Mary Lennon  
Mr. Stephen Tam  
Mr. Richard Matthews  
The Rev. Geoffrey Patrick Monjesa  
Ms. Afra Tucker  
Mr. Joel Amis  
Mr. Ben Stuchbery



The Rev. Dr. Donald Boisvert asked that all students at the Diocesan College be given privileges of the floor. Their names have been added to the above list.

**Regrets**

The Ven. Bill Gray reported that Regrets had been received from: -

Mrs. Doreen Maguire  
Mr. William J. Bird  
Mrs. Sandra Fortier  
The Rev. Peter Huish

**Nominating Committee Report**

The Ven. Bill Gray moved seconded by the Rev. Dr. Donald Boisvert, reception of the Nominating Committee Report. The motion was voted upon. Carried.

**Nominations for Elections to Diocesan Council**

The Ven. Bill Gray moved seconded by Mr. Raymond Noel the slate of nominations as published in the Convening Circular.

There being no further nominations from the floor, the slate was Acclaimed.

**Nominations to General Synod**

The Ven. Bill Gray asked for further nominations from the floor for General Synod. The following names were brought forward: -

Clergy-

The Ven. Ralph Leavitt  
The Rev. Rhonda Waters  
The Rev. Nick Pang  
The Rev. Robert Camara  
The Rev. Canon Joyce Sanchez

Laity-

Mr. Dion Lewis  
Mr. Jeffrey McLarney

The Ven. Bill Gray moved seconded by the Ven. Michael Robson that nominations cease in the House of Clergy and by Mrs. Wendy Crooke and Me. David Eraminan that they cease in the House of Laity

In addition to the nominations in the circular, further nominations were then solicited from the Floor for a youth delegate to General Synod under 24 years of age.

Ben Stuchbury

The Ven. Bill Gray moved seconded by the Chancellor that nominations cease.

### **Elections to Synod Planning Committee**

Nominations from the Floor were solicited for election to the Synod Planning Committee

The Rev. Brian Perron

The Rev. Dr. Chris Barrigar

The Very Rev. Paul Kennington

The Ven. Michael Robson

The Rev. Alain Brosseau

Mrs. Deborah Hinton

Mrs. Yvonne Wakling

Mr. Charles Goddard

Mr. Geoffrey Mackee

Ms. Joyce Leduc

Mr. Jeffrey Goernert

The Ven. Bill Gray moved seconded by the Chancellor that nominations cease.

The Ven. Bill Gray read a list of the names of former Members of Synod who have died during the past year.

The Rev. Ian Stuchbury

The Rev. Audrey Morrison

Mr. Philip Goernert

The Rev. Roger Balk

There followed a moment of silence.

### **Presentation of Motions, Memorials and Petitions**

The Executive Archdeacon reported that Motion "E" could be found in Section H, page 16 of the Convening Circular but that a revised version would be posted for debate.

### **Presentation of Canonical Changes**

The Executive Archdeacon reported that Motion “D”, containing Canonical Changes, could be found on page 16 of the Convening Circular. Motion “D” will be voted upon by Orders.

### **Reception of Diocesan Council Report**

The Rev. Andy O’Donnell moved seconded by the Rev Michelle Eason the reception of the Diocesan Council Report, reproduced in the Convening Circular, pages 29 and 30. The motion was voted upon. Carried

### **Reception of Reports on Parochial Statistics**

Bill Gray moved seconded by Mr. Roger Spack the reception of the Reports on Parochial Statistics reproduced in the Convening Circular, pages. The motion was voted upon. Carried.

### **The Reception of all Other Reports**

The Ven. Bill Gray moved seconded by the Rev. Gwenda Wells the reception of all other reports in the Convening Circular, Section H, pages31-81.

The motion was voted upon. Carried.

The Rev. Dr. Boisvert informed Synod that the Report for the Diocesan College in the circular was not correct and that copies of the final version were available at the front desk.

It was noted that Mr. Denys Gevry should be added as one of the participants invited to be part of Fresh Start.

There was a question as to whether the report from Sorel was available in English. The answer was not yet.

The Bishop announced that balloting was now open until 3:15 and that those wishing to register for Members Forum should please see the secretaries.

The Rev. Stephen Mackasey moved seconded by the Rev. Josée Lemoine that Synod proceed to Motions since there was extra time before lunch, the motion was voted upon. Carried.

### **Motion “D” page 16 of the Convening Circular**

The seconder of Motion D, the Rev. Nick Brotherwood spoke to the motion regarding a Canonical Change as to the procedure for electing Bishops.

The Very Rev. Paul Kennington spoke in favour of the motion, noting that other dioceses have different ways of selecting candidates for bishop.

The Ven. Michael Robson spoke in favour of the motion, supporting the concept of wide consultation

Mr. Roger Spack spoke in favour of the motion.

The Ven. Bill Gray spoke in favour of the motion noting that even if we cannot agree on all aspects of the motion perhaps at least part of the motion can be passed.

The Ven. Michael Robson supports the motion but expresses a hope that there will be wide consultation.

Mr. Mark Weatherley asked the Chancellor if it is possible to modify a Canon without governmental legislation. The Chancellor responded in the affirmative.

The Bishop said that the Diocesan Council would decide what the committee would look like.

The Rev. Josée Lemoine summed up the debate by saying that the motion will provide a way forward for discussion

The motion was voted upon. Carried.

**Motion "E"**

Mr. Michael Patry spoke regarding the revised Motion on Diocesan Investments, which will be debated after lunch.

"Be it resolved that synod instruct the Finance Standing Committee to take, in a timely manner, all reasonable measure in its power to ensure that the Anglican funds divest from those companies known to be the worst polluters as published in the "Carbon Underground 200", an annually updated list of the top 100 public coal companies globally and the top 100 public oil and gas companies globally, ranked by the potential carbon emissions content of their reported reserves. The list is produced and maintained by Fossil Free Index".

Bishop Mary invited Bishop Barbara Andrews to say Grace.

**Afternoon Session**

**Friday, October 16, 2015**

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Synod resumed at 1:00p.m.

**Opening Prayer & Hymn-**

The Bishop invited the Rev. Annie Ittoshat to lead the opening prayers.

**Financial Report and Budget**

The Executive Archdeacon expressed the thanks of the Diocese to Mr. Norman Spencer, the retiring Diocesan Treasurer. Mr. Stephen Tam then presented Mr. Spencer with gifts in recognition of his ten years of service.

The Treasurer, assisted by Mr. Stephen Tam, proceeded with the Power-Point Presentation, beginning with the 2014 Audited Statements, Results and Forecasts up to December 2015, and finally the Budget for 2016.

Synod was told that the 2014 Auditor's report was clean. It was noted that our operating income is stable and our net assets were down to 12.9 million. The 2014 operating loss was recorded at .4million. If Synod Motion "D" is passed the Treasurer advised taking time to divest of the funds as there will be losses.

It is expected that there will be a slightly larger operations loss in 2015.

The financial situation of the diocese is sound. Net assets are forecast at 12.4million at the end of 2015.

The Mr. Jim Shepherd moved seconded by the Rev. Alain Brosseau the financial statements for 2014 and 2015 be received. Carried.

The Budget for 2016 was presented. The revenue from parishes and the expenses remain stable. The "other expenses" below the line are slightly up from last year. There are three special items, each of which is budgeted at 100K. The budget includes a conservative amount for the Gains from sale of real estate of 500k. It will likely be more., Funds for a special project that is currently being negotiated have not been allocated in the budget.

The Treasurer thanked a number of people who have given their time to the work of financial management in the Diocese.

Several members asked questions.

The Mrs. Irene Martin moved seconded by Ms. Leah Treneer the adoption of the Budget for 2016.

Mr. Roger Spack spoke about the expenses of the Diocese remaining roughly the same as churches are being closed and numbers continuing to decline.

The motion to accept the Budget was voted upon. Carried.

**Motion "E"**

Mr. Raymond Noel moved motion "E", as previously revised. Mr. Richard Matthews then spoke to the motion.

Comments from the floor were received.

The Rev. Gwenda Wells spoke in favour of the motion, urging that if the motion is passed we then to make the results clear to our Parishioners.

The Very Rev. Paul Kennington proposed a friendly ammendment.

The mover and seconder did not accept the text as a friendly amendment. A debate then ensued upon the amendment as moved by Paul Kennington, seconded by Ms. Leah Treneer  
"Be it resolved that the Finance Committee advise and work with Diocesan Council..."

Several Members spoke against the amendment noting that delaying our decision only prolongs the time before we take action as a Diocese.

A vote was then taken on the amendment, which was defeated.

Debate then continued on the original motion.

The Revs. Robert Camara and Sophie Rolland spoke in favour of the motion with Rev. Sophie Rolland noting that the Anglican Fund does not invest to companies that support "personal sin" but that we should consider the ethics of "communal sins."

Mr. Mark Weatherley offered a friendly amendment.

The amendment was ruled by the Chancellor to be a new motion and was withdrawn.

Mrs. Joanne Ross spoke against the motion.

The seconder, the Rev. Elizabeth Welch concluded the debate by encouraging members to vote in favour of this motion.

The motion was voted upon. Carried.

The Rev. Sophie Rolland asked that the Bishop make a press release regarding the results of this vote. The Bishop agreed to do so.

### **Members' Forum**

Bishop Mary invited those who had signed up for Members' Forum to speak at this time.

The Dean, the Very Rev. Paul Kennington spoke about the repairs currently underway for the replacing of the Cathedral spire. A mailing will be sent out to the whole Diocese asking for donations towards the 5million cost.

Mr. Jim Shepherd spoke as a Parish Communicator urging members to keep the lines of communication open when encouraging new members in Parishes.

The Rev. Nick Brotherwood, Bishop's Missioner, spoke about "Reimagining Church" a five-session course, which is being offered by Fresh Expressions Canada. Please contact him if you are interested in holding the course in your community.

The Chancellor spoke of the motion, which was moved by Mark Weatherley, seconded by the Rev. Ros Macgregor. A vote was taken as to whether the motion would be debated. The vote was defeated.

To the question regarding the date of the next Synod, the Bishop responded that it had not yet been determined.

The Bishop announced that Balloting would be closing at 3:15pm. There followed a short refreshment break.

### **Learning From Our Partnerships in the Community**

Bishop Mary invited the Rev. Brian Perron and representatives from each of the partner organizations to give a presentation on "Partnerships in the Community" focusing on the Ministry of Action Réfugiés, Mile End Mission, St. Michael's Mission, Tyndale St. Georges and the Fulford Residence.

### **Members' Forum (cont'd)**

Deacon Jessica Bickford spoke about Family Life Project, which has been started at Trinity Memorial Church and urged Members to become involved in local and community mission.

**Announcement of Elections**

Bishop Mary announced the results of balloting for delegates to General Synod

**Clergy-**

The Rev. Rhonda Waters  
The Rev. Nick Pang

**Laity-**

Mrs. Valerie Bennett  
Mrs. Susan Winn

**Alternates**

The Rev. Robert Camara  
The Ven. Ralph Leavitt

Mr. Dion Lewis  
Mrs. Ann Cumyn

**Youth**

Elodie Lambert

**Youth Alternate**

Ben Stuchbery

**Diocesan Council (as acclaimed)**

**Synod Planning Committee-**

Mrs. Deborah Hinton  
Mrs. Yvonne Wakling  
Ms. Joyce Laduke  
Mr. Jeffrey Goernet

The Very Rev. Paul Kennington  
The Rev. Alain Brosseau  
The Rev. Brian Perron  
The Rev. Dr. Chris Barrigar

**Closing Prayers Adjournment and Dismissal**

The Bishop closed the session in prayer.



**Morning Session**

**Saturday, October 17, 2015**

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The morning session convened at 9:00am. Bishop Mary invited Bishops Barbara Andrews and James Almasi and Worship Team to lead in Morning Prayer.

Following Morning Prayer delegates transitioned to the gym for refreshments, followed by the Presentation on “Partnerships at a Distance” animated by Bishops Barbara Andrews, Mary Irwin-Gibson and James Almasi and Archdeacon Bill Gray.

Delegates and visitors then participated in a variety of interactive workshops under the Theme “Building Thriving Ministry”

The Bishop announced that the lunch break would take place from 12:30-1:30pm and invited the Rev. Annie Ittoshat to say Grace.

**Afternoon Session**

**Saturday, October 17, 2015**

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Bishop Mary invited the Youth Team to lead the opening worship.

**Partnership Renewal with the Diocese of Masasi**

Bishops Mary and James then signed the documents pertaining to the renewal of the Partnership between the Diocese of Montreal and the Diocese of Masasi.

**Partnerships and Getting out of Your Comfort Zone**

Bishop James Almasi, the Youth Ambassadors & Ms. Beth Reed then gave a presentation on the topic of “partnerships and getting out of your comfort zone”.

Following the presentation Delegates and Visitors transitioned into a second series of interactive workshops facilitated by the Rev. Brian Perron and Mr. Mark Dunwoody.

**Learning from Synod 2015**

Bishop Mary invited participants to share their thoughts on learning from this Synod

**Closing Prayers Adjournment and Dismissal**

The Bishop led in Closing Worship.

Bishop Mary called for a motion to adjourn, which was moved by the Rev. Sophie Rolland.

Synod was then adjourned at approximately 5pm.

## **K. FINANCIAL STATEMENTS 2015**

**The Synod of the Diocese  
of Montreal**  
**Consolidated Financial Statements**  
For the year ended December 31, 2015

**The Synod of the Diocese of Montreal  
Consolidated Financial Statements  
For the year ended December 31, 2015**

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Tél./Tel: 514 931 0841  
Télec./Fax: 514 931 9491  
www.bdo.ca

BDO Canada s.r.l./S.E.N.C.R.L./LLP  
1000, rue De La Gauchetière O. Bureau 200  
Montréal QC H3B 4W5 Canada

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## Independent Auditor's Report

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**To the Members of  
The Synod of the Diocese of Montreal**

We have audited the accompanying consolidated financial statements of The Synod of the Diocese of Montreal and its controlled entity, which comprise the consolidated statement of financial position as at December 31, 2015, and the consolidated statements of general fund income and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

### **Management's Responsibility for the Consolidated Financial Statements**

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



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## Independent Auditor's Report

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### Opinion

In our opinion, the consolidated financial statements present fairly, in all material respects, the financial position of the Synod of the Diocese of Montreal and its controlled entity as at December 31, 2015, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

*BDO Canada s.r.l./s.e.n.c.r.l./LLP<sup>1</sup>*

Montréal, Québec  
April 22, 2016

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<sup>1</sup> CPA auditor, CA, public accountancy permit No. A120102

## The Synod of the Diocese of Montreal Consolidated Statement of Financial Position

December 31 2015 2014

### Assets

#### Current

|  |    |           |    |           |
|--|----|-----------|----|-----------|
| Cash   | \$ | 104,489   | \$ | 314,844   |
| Accounts receivable (Notes 2 and 15)         |    | 872,215   |    | 664,082   |
| Prepaid expenses                             |    | 11,267    |    | 8,395     |
| Current portion of loans receivable (Note 6) |    | 863,810   |    | 235,315   |
|  |    | 1,851,781 |    | 1,222,636 |

|  |  |               |  |               |
|--|--|---------------|--|---------------|
| Investments (Note 3)                         |  | 8,713,170     |  | 11,077,142    |
| Investment in 147368 Canada Inc. (Note 4)    |  | 40            |  | 40            |
| Loans receivable (Note 6)                    |  | 156,057       |  | 495,582       |
| Capital assets (Note 7)                      |  | 2,619,693     |  | 1,618,453     |
| Revenue-producing properties (Note 8)        |  | 411,930       |  | 425,363       |
| Marketable securities held in trust (Note 9) |  | 305,600       |  | 304,093       |
|  |  | \$ 14,058,271 |  | \$ 15,143,309 |

### Liabilities and Net Assets

#### Current

|  |    |         |    |         |
|--|----|---------|----|---------|
| Accounts payable and accrued liabilities           | \$ | 645,365 | \$ | 378,848 |
| Current portion of amounts held in trust (Note 9)  |    | 227,510 |    | 274,839 |
| Current portion of mortgage loan payable (Note 10) |    | 16,908  |    | 16,248  |
|  |    | 889,783 |    | 669,935 |

|                                     |  |           |  |           |
|-------------------------------------|--|-----------|--|-----------|
| Mortgage loan payable (Note 10)     |  | 233,797   |  | 250,705   |
| Amounts held in trust (Note 9)      |  | 305,600   |  | 304,093   |
| Deferred benefit liability (Note 1) |  | 1,310,000 |  | 1,062,600 |
|                                     |  | 2,739,180 |  | 2,287,333 |

#### Net assets

|                            |  |               |  |               |
|----------------------------|--|---------------|--|---------------|
| General Fund               |  | 2,719,913     |  | 4,122,726     |
| Restricted Funds (Note 11) |  | 8,599,178     |  | 8,733,250     |
|                            |  | 11,319,091    |  | 12,855,976    |
|                            |  | \$ 14,058,271 |  | \$ 15,143,309 |

### Subsequent Events (Note 19)

On behalf of The Synod of the Diocese of Montreal

\_\_\_\_\_ Bishop

\_\_\_\_\_ Treasurer

The accompanying notes are an integral part of these consolidated financial statements.

## The Synod of the Diocese of Montreal Consolidated Statement of General Fund Income and Expenditures

| For the year ended December 31  | 2015                  | 2014                |
|---|-----------------------|---------------------|
| <b>Revenue</b>  |                       |                     |
| Diocesan assessments  | \$ 1,050,000          | \$ 1,050,000        |
| Investment income   | 409,068               | 469,784             |
| Ground rent (Note 5)  | 371,754               | 371,786             |
| Donations and other income (Note 13)                                    | 89,128                | 117,105             |
| Management fees and transfers (Note 15)                                 | 30,200                | 29,500              |
| Rental income   | 29,809                | 28,006              |
| Campaign for Youth Ministries   | -                     | 18,463              |
|   | <u>1,979,959</u>      | <u>2,084,644</u>    |
| <b>Expenditures</b>   |                       |                     |
| Ministry and mission  |                       |                     |
| Parish development and support (Schedule 1)                             | 534,598               | 544,780             |
| Parish ministry and chaplaincies (Schedule 2)                           | 478,790               | 459,249             |
| General and Provincial Synods   | 258,464               | 258,464             |
| Community ministries (Schedule 3)                                       | 175,087               | 172,923             |
| Communication (Schedule 4)  | 80,031                | 65,676              |
| Standing committee on mission (Schedule 5)                              | 40,551                | 32,790              |
| Bishop's ministries   | 8,983                 | 7,270               |
| Total Ministry and mission  | <u>1,576,504</u>      | <u>1,541,152</u>    |
| Administration (Schedule 6)   | 543,174               | 551,500             |
| Office of the Bishop  | 243,788               | 241,521             |
| Retired clergy benefits   | 75,473                | 76,399              |
| Synod   | 41,851                | 33,858              |
| Fundraising   | 11,397                | 22,679              |
| Interest  | 17,254                | 18,516              |
|   | <u>2,509,441</u>      | <u>2,485,625</u>    |
| <b>Deficiency of revenue over expenditures<br/>before the following</b> | <u>(529,482)</u>      | <u>(400,981)</u>    |
| <b>Other revenue (expenditures)</b>                                     |                       |                     |
| Unrealized (losses) gains on investments and marketable securities      | (731,672)             | 399,933             |
| Realized gains on sale of investments                                   | 543,845               | 285,359             |
| Gain on sale of church and properties                                   | -                     | 16,694              |
| Property administration   | (115,047)             | (112,170)           |
| Youth costs   | (92,220)              | (99,490)            |
| Post-retirement benefits  | (43,650)              | (75,551)            |
| Termination costs   | (68,241)              | (95,692)            |
| Amortization  | (94,854)              | (86,403)            |
| Other   | (188,464)             | (144,565)           |
|   | <u>(790,303)</u>      | <u>88,115</u>       |
| <b>Deficiency of revenue over expenditures for the year</b>             | <u>\$ (1,319,785)</u> | <u>\$ (312,866)</u> |



**The Synod of the Diocese of Montreal  
Consolidated Statement of Changes in Net Assets**

| For the year ended December 31   | 2015                |                     | 2014                 |
|--|---------------------|---------------------|----------------------|
|  | General Fund        | Restricted Funds    | Total                |
| Balance, beginning of year, as previously reported                           | \$ 4,122,726        | \$ 8,733,250        | \$ 12,855,976        |
| Excess of (expenditures over revenue) revenue over expenditures for the year | (1,558,759)         | 238,974             | (1,319,785)          |
| Interfund transfers (Note 12)  | 373,046             | (373,046)           | -                    |
| Re-measurement of defined benefit obligation (Note 1)                        | (217,100)           | -                   | (217,100)            |
| <b>Balance, end of year</b>  | <b>\$ 2,719,913</b> | <b>\$ 8,599,178</b> | <b>\$ 11,319,091</b> |
|  |                     |                     | <b>\$ 12,855,976</b> |

The accompanying notes are an integral part of these consolidated financial statements.

## The Synod of the Diocese of Montreal Consolidated Statement of Cash Flows

| For the year ended December 31                                     | 2015               | 2014               |
|--|--------------------|--------------------|
| <b>Cash flows from operating activities</b>                        |                    |                    |
| Deficiency of revenue over expenditures for the year               | \$ (1,319,785)     | \$ (312,866)       |
| Items not affecting cash   |                    |                    |
| Unrealized losses (gains) on investments and marketable securities | 731,672            | (399,933)          |
| Amortization   | 94,854             | 86,403             |
| Realized gains on sale of investments                              | (543,845)          | (285,359)          |
| Post-retirement benefits   | 30,300             | 65,600             |
| Gain on sale of church and properties                              | -                  | (16,694)           |
|  | <u>(1,006,804)</u> | <u>(862,849)</u>   |
| Changes in non-cash working capital balances                       |                    |                    |
| Accounts receivable  | (208,133)          | (81,096)           |
| Prepaid expenses   | (2,872)            | 3,025              |
| Accounts payable and accrued liabilities                           | 266,517            | (88,800)           |
|  | <u>(951,292)</u>   | <u>(1,029,720)</u> |
| <b>Cash flows from investing activities</b>                        |                    |                    |
| Sale of investments, net   | 2,174,638          | 1,202,707          |
| Purchase of capital assets   | (1,082,661)        | (21,116)           |
| Proceeds on sale of church, net                                    | -                  | 199,868            |
| New loans receivable   | (425,315)          | (211,479)          |
| Repayment of loans receivable                                      | 136,345            | 29,987             |
|  | <u>803,007</u>     | <u>1,199,967</u>   |
| <b>Cash flows from financing activities</b>                        |                    |                    |
| Repayment of mortgage loan payable                                 | (16,248)           | (15,610)           |
| Repayment of advances from the trust funds                         | (45,822)           | (14,975)           |
|  | <u>(62,070)</u>    | <u>(30,585)</u>    |
| <b>(Decrease) increase in cash during the year</b>                 | <b>(210,355)</b>   | <b>139,662</b>     |
| <b>Cash, beginning of year</b>                                     | <b>314,844</b>     | <b>175,182</b>     |
| <b>Cash, end of year</b>   | <b>\$ 104,489</b>  | <b>\$ 314,844</b>  |

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# The Synod of the Diocese of Montreal

## Notes to Consolidated Financial Statements

December 31, 2015

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### 1. Significant Accounting Policies and Purpose

The purpose of the Synod of the Diocese of Montreal ("Synod") is to provide the administrative, legislative and management structures and processes that enable the Diocese to achieve its objectives.

The Diocese is a partner in the worldwide Anglican Communion and in the universal Church.

The Diocese, its faithful people and its associated parishes are called to:

- proclaim the Good News of the Kingdom;
- teach, baptize and nurture new believers;
- respond to human need by loving service;
- seek to transform unjust structures of society;
- strive to safeguard the integrity of creation and sustain and renew the life of the earth.

These objectives are achieved by:

- valuing our heritage of biblical faith, reason, liturgy, tradition, bishops and synods, and the rich variety of our life in community;
- acknowledging that God is calling us to greater diversity of membership, wider participation in ministry and leadership, better stewardship in God's creation and a stronger resolve in challenging attitudes and structures that cause injustice;
- committing ourselves to respond in love and service and so more fully live the life of Christ, guided by the Holy Spirit.

The Diocese was created by Letters Patent of Queen Victoria on July 18, 1851. The Synod is the legislative body which governs the Diocese. It was created in 1859 under the authority of "An act to Enable the Members of the United Church of England and Ireland in Canada to Meet in Synod" (1857), and was subsequently incorporated by "An Act to Incorporate the Members of the "Synod of the Diocese of Montreal", and to merge "The Church Society of Montreal" into such Synod (1868).

The Synod is a registered charitable organization and is exempt from income taxes.

These consolidated financial statements include assets administered and liabilities incurred by the Synod but do not include the assets, liabilities, income and expenses of the parishes of the Diocese.

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. Significant accounting policies are as follows:

**Basis of Consolidation** The consolidated financial statements include the accounts of the Synod and those of its controlled entity, the Andrews Home. All significant intercompany transactions and balances have been eliminated on consolidation.

**Revenue Recognition** The Synod follows the deferral method of accounting for contributions. This method involves deferring any restricted contributions to future periods and matching these revenues with these selected expenses when they are incurred.

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# The Synod of the Diocese of Montreal

## Notes to Consolidated Financial Statements

December 31, 2015

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Unrestricted contributions are recognized as revenue in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred.

Expenditures are recognized as they are incurred and are measurable and result in the creation of a legal obligation to pay. Expenditures are recognized as expenses of the appropriate fund.

Endowment contributions are recorded as direct increases in net assets. All other contributions are reported as revenue of this current period.

Investment income includes interest, which is recognized pro rata over the term of the instrument, dividend income, which is recorded on the ex-dividend date and distribution income derived from a mutual fund, which is recognized on an accrual basis.

Ground rent is recognized over the term of the lease and it is based on the terms of the agreement between the members of the Church Group.

Sale of churches and properties are recognized when all material requirements of the sale agreement have been met, the risks of ownership have passed to the purchaser and the amount can be reasonably determined and collectible.

**Net Assets Description** The purpose of each fund is as follows:

*General Fund*

The resources are used for the general operations of the Synod.

*Restricted Funds*

Use of these funds is restricted by various internally imposed constraints, certain of which the Bishop exercises discretion over, either on behalf of Synod or in his own right. Certain funds are exceptions and are subject to external restrictions.

**Capital Assets and Revenue-Producing Properties**

The rectories and other properties are carried at cost or donated value plus the capitalization of major repair expenditures on such properties. Amortization is provided using the following methods at the following annual rates:

|                                |                         |
|--------------------------------|-------------------------|
| Rectories and other properties | Diminishing balance 5%  |
| Computer equipment             | 3 years straight-line   |
| Computer software              | 3 years straight-line   |
| Furniture and fixtures         | Diminishing balance 20% |

**Contributed Services** Volunteers contribute significant hours per year to assist the organization in carrying out its activities. Owing to the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

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# The Synod of the Diocese of Montreal

## Notes to Consolidated Financial Statements

December 31, 2015

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### **Pension Plan**

The Synod is a member of a multiemployer defined benefit pension plan for certain of its employees. Defined contribution plan accounting is applied to the multiemployer defined benefit pension plan as information to apply defined benefit plan accounting is not available. The cost of defined contribution pension is expensed as earned by employees.

### **Deferred benefit liability**

The Synod provides post-retirement benefits to its clergy. The cost of post-retirement benefits earned by clergy is determined using the projected benefit method prorated on service and management's best estimate of expected costs, discount rate, health care cost trend rate, retirement and mortality age of clergy. Actuarial gains (losses) arising from changes in actuarial assumptions used to determine the accrued benefit obligation are recognized in the statement of changes in net assets. An actuarial valuation as of December 31, 2012 was used to calculate the benefit cost and the accrued liability for the year ended December 31, 2015.

### **Financial Instruments**

#### *Measurement of Financial Instruments*

The Synod initially measures its financial assets and financial liabilities at fair value. The Synod subsequently measures all its financial assets and financial liabilities at amortized cost with the exception of investments and marketable securities held in trust which are subsequently measured at fair value based on closing market prices. In addition, all bonds and guaranteed investment certificates have been designated to be in the fair value category, with gains and losses reported in operations.

Financial assets measured at amortized cost include cash, accounts receivable and loans receivable.

Financial liabilities measured at amortized cost include accounts payable and mortgage loan payable.

#### *Impairment*

Financial assets measured at amortized cost are tested for impairment when there are indicators of impairment. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is not greater than the amount that would have been reported at the date of reversal had the impairment not been recognized previously. The amount of impairment and any reversal is recognized in the statement of general fund income and expenditures.

#### *Transaction Costs*

The Synod recognizes its transaction costs for financial instruments at fair value in the statement of general fund income and expenditures in the period incurred. However, financial instruments that will not be subsequently measured at fair value are adjusted by the transaction costs that are directly attributable to their obligation, issuance or assumption.

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## The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

**December 31, 2015**

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### 2. Accounts Receivable

|                                 | 2015       | 2014       |
|---------------------------------|------------|------------|
| Accounts receivable             | \$ 933,273 | \$ 730,466 |
| Allowance for doubtful accounts | (80,398)   | (80,398)   |
|                                 | 852,875    | 650,068    |
| Sales tax receivable            | 19,340     | 14,014     |
|                                 | \$ 872,215 | \$ 664,082 |

---

### 3. Investments

|                                 | 2015         |              | 2014          |              |
|---------------------------------|--------------|--------------|---------------|--------------|
|                                 | Fair Value   | Cost         | Fair Value    | Cost         |
| Marketable securities           | \$ 486,431   | \$ 431,661   | \$ 619,245    | \$ 529,072   |
| Anglican Balanced<br>Fund units | 8,226,739    | 5,514,433    | 10,457,897    | 7,049,312    |
|                                 | \$ 8,713,170 | \$ 5,946,094 | \$ 11,077,142 | \$ 7,578,384 |

#### Investments in the Anglican Balanced Fund

The Anglican Balanced Fund is a mutual fund trust established under a Declaration of Trust dated November 8, 1967 subsequently amended December 9, 1982. The trust is administered by a Board of Trustees. The direct beneficiaries of the Fund are the registered unitholders. Funds are invested in a balanced portfolio of bonds and shares.

The treasurer of the Synod is the chairman of the Board of Trustees of the Anglican Balanced Fund. The Synod also appoints three of six trustees and thus has significant influence over the organization's operations.

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## The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

**December 31, 2015**

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#### 4. Investment in 147368 Canada Inc.

The building formerly known as Anglican House was demolished in an earlier year. The land which it occupied, together with the land held by Christ Church Cathedral and the Canadian Bible Society, was transferred to 147368 Canada Inc. (the "company") which is jointly owned by the Synod and the other two entities ("Church Group"). The company was incorporated on October 9, 1985 under the *Canada Business Corporations Act* in order to act as agent for its shareholders in emphyteutic leases (the "Lease") under which the land was leased for a term ending in the year 2084, for the purpose of constructing an office tower and underground retail complex. Ownership of the land together with any emplacement thereon reverts to the Church Group at the termination of the Lease. The lessor has the option to terminate the lease in 2060 provided the lessor pays an amount equal to the fair market value. The investment is carried at a nominal value representing 40% (40 of 100 common shares) of the issued shares.

The management of the Synod is closely involved in developing the strategic operating policies of 147368 Canada Inc. and thus has significant influence over the company's operations.

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#### 5. Ground Rent

The Synod's share of the proceeds of the leases referred to in Note 4 amounted to \$371,754 (2014 - \$371,786). In addition, the Synod may receive additional amounts based on the annual cash flow derived from the office tower and underground retail complex after absorbing accumulated losses from previous years and may share in the proceeds of any sale or refinancing of the project during the term of the leases.

---

#### 6. Loans Receivable

|  | 2015       | 2014       |
|--|------------|------------|
| Loans to churches  |            |            |
| Opening balances   | \$ 698,489 | \$ 519,694 |
| Add: New loans to churches   | 425,315    | 205,782    |
| Less: Repayment of loans   | (131,245)  | (26,987)   |
|  | 992,559    | 698,489    |
| <br>   |            |            |
| Other loans, unsecured, non-interest bearing and repayable in monthly instalments of \$250 | 27,308     | 32,408     |
|  | 1,019,867  | 730,897    |
| <br>   |            |            |
| Less: current portion  | 863,810    | 235,315    |
|  | \$ 156,057 | \$ 495,582 |

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## The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

December 31, 2015

### 6. Loans Receivable (Continued)

Principal payments for the next five years and thereafter are as follows:

|            |    |                  |
|------------|----|------------------|
| 2016       | \$ | 863,810          |
| 2017       |    | 35,863           |
| 2018       |    | 26,170           |
| 2019       |    | 19,915           |
| 2020       |    | 14,322           |
| Thereafter |    | <u>59,787</u>    |
|            | \$ | <u>1,019,867</u> |

Loans to churches consist of the following:

|  | <u>2015</u>       | <u>2014</u>       |
|--|-------------------|-------------------|
| <b>Deanery of Hochelaga</b>                              |                   |                   |
| Mile-End Community Mission                               | \$ 2,333          | \$ 6,333          |
| St. Stephen, Westmount                                   | 15,967            | 15,967            |
| <b>Deanery of Western Montreal</b>                       |                   |                   |
| Trinity Memorial, Montreal                               | 90,176            | 69,223            |
| St. Philip's, Montreal West                              | 44,562            | 22,151            |
| <b>Deanery of South Shore</b>                            |                   |                   |
| Christ Church, Sorel                                     | 328,413           | 313,864           |
| St. Mark's, Longueuil                                    | 123,645           | 73,722            |
| St. Paul's, Greenfield Park                              | 18,061            | 27,920            |
| St. George's, Chateauguay                                | 21,935            | -                 |
| <b>Deanery of the Laurentians</b>                        |                   |                   |
| All Saints, Two Mountains                                | 12,695            | 13,525            |
| St. James, Rosemère                                      | 57,255            | 57,255            |
| Grace, St. Michael and St. Margaret Church,<br>Mascouche | 32,965            | 32,965            |
| <b>Deanery of Ste. Anne</b>                              |                   |                   |
| Christ Church, Beaurepaire                               | 11,502            | 19,992            |
| St. Mary, Kirkland                                       | 78,116            | 38,996            |
| <b>Deanery of Bedford</b>                                |                   |                   |
| St. George's, Clarenceville                              | 154,935           | -                 |
| Trinity, Nelsonville                                     | -                 | 6,576             |
|  | <u>\$ 992,559</u> | <u>\$ 698,489</u> |

Interest ranging from the rate of prime less two percentage points to 5.25% is charged on the interest-bearing portion of loans, except for the Rectory loans, which are at 2/3% of Bank of Montreal prime rate. Loans to parishes are secured by the churches and rectories.

The loans to churches include interest-free loans of \$814,344 for 2015 (2014 - \$536,364).



## The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

December 31, 2015

### 7. Capital Assets

|                                | 2015                |                             | 2014                |                             |
|--------------------------------|---------------------|-----------------------------|---------------------|-----------------------------|
|                                | Cost                | Accumulated<br>Amortization | Cost                | Accumulated<br>Amortization |
| Rectories and other properties | \$ 2,083,002        | \$ 298,778                  | \$ 1,312,802        | \$ 225,365                  |
| Land                           | 785,905             | -                           | 473,445             | -                           |
| Computer equipment             | 137,549             | 137,549                     | 137,549             | 135,482                     |
| Vacant land                    | 47,265              | -                           | 47,265              | -                           |
| Computer software              | 32,197              | 32,197                      | 32,197              | 26,831                      |
| Furniture and fixtures         | 9,941               | 7,642                       | 9,941               | 7,068                       |
|                                | <u>\$ 3,095,859</u> | <u>\$ 476,166</u>           | <u>\$ 2,013,199</u> | <u>\$ 394,746</u>           |
|                                |                     | <u>\$ 2,619,693</u>         |                     | <u>\$ 1,618,453</u>         |

Amortization for the year amounted to \$81,421 (2014 - \$72,533).

### 8. Revenue-producing Properties

|                            | 2015              |                             | 2014              |                             |
|----------------------------|-------------------|-----------------------------|-------------------|-----------------------------|
|                            | Cost              | Accumulated<br>Amortization | Cost              | Accumulated<br>Amortization |
| Rectory and other property | \$ 327,126        | \$ 71,906                   | \$ 327,126        | \$ 58,473                   |
| Land                       | 156,710           | -                           | 156,710           | -                           |
|                            | <u>\$ 483,836</u> | <u>\$ 71,906</u>            | <u>\$ 483,836</u> | <u>\$ 58,473</u>            |
|                            |                   | <u>\$ 411,930</u>           |                   | <u>\$ 425,363</u>           |

Amortization for the year amounted to \$13,433 (2014 - \$13,870).

### 9. Amounts Held in Trust

The Synod manages the following assets in trust on behalf of others. These assets are included in the accounts of the Diocese and are offset by a corresponding liability of the same amount.

|  | 2015              | 2014              |
|--|-------------------|-------------------|
| Advances borrowed from the trust funds, non-interest bearing and payable on demand               | \$ 227,510        | \$ 274,839        |
| Investments in Anglican Balanced Fund units, at cost (market value: \$495,552; 2014 - \$497,636) | 305,600           | 304,093           |
|  | <u>\$ 533,110</u> | <u>\$ 578,932</u> |

## The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

**December 31, 2015**

### 10. Mortgage Loan Payable

|  | 2015       | 2014       |
|--|------------|------------|
| Mortgage loan payable bearing interest of 4.00% repayable by consecutive monthly blended instalments of \$2,218 to August 2, 2027 with a final payment of \$2,296. | \$ 250,705 | \$ 266,953 |
| Less: current portion.   | (16,908)   | (16,248)   |
|  | \$ 233,797 | \$ 250,705 |

The mortgage loan is secured by an immovable hypothec in the amount of \$300,000 constituting a first ranking security interest on land and other property having an original cost of \$480,000 and carrying value of \$439,000 (2014 - \$452,000) and secured by surety and subordination of claim in the amount of \$300,000 signed by the Synod.

Regular principal payments on long-term debt required over the next five years and thereafter are as follows:

|            |    |         |
|------------|----|---------|
| 2016       | \$ | 16,908  |
| 2017       |    | 17,598  |
| 2018       |    | 18,313  |
| 2019       |    | 19,061  |
| 2020       |    | 19,837  |
| Thereafter |    | 158,988 |
|            | \$ | 250,705 |

### 11. Restricted Funds

|                          | 2015         |              | 2014         |              |
|--------------------------|--------------|--------------|--------------|--------------|
|                          | Fair Value   | Cost         | Fair Value   | Cost         |
| Internally restricted    | \$ 6,630,645 | \$ 5,484,840 | \$ 6,640,477 | \$ 5,463,522 |
| Episcopal                | 1,220,361    | 986,442      | 1,354,770    | 1,136,442    |
| Externally restricted    | 679,438      | 313,440      | 669,269      | 293,889      |
| Restricted for endowment | 68,734       | 68,734       | 68,734       | 68,734       |
|                          | \$ 8,599,178 | \$ 6,853,456 | \$ 8,733,250 | \$ 6,962,587 |

The externally restricted funds are limited to studies leading to ordained ministry, French ministry, social services and special projects.

The Episcopal Funds are held on behalf of the Bishop as Corporation Sole and are under the control of the Bishop, acting in consultation with the Treasurer. Income generated from the underlying assets is transferred from the Episcopal Funds to General Fund to support Episcopal expenses.

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## The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

**December 31, 2015**

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### 12. Interfund Transfers

Restricted Funds of \$373,046 (2014 - \$1,486,159) were transferred to the General Fund to meet expenses, which are analyzed to ensure that specific use requirements are met and approved by the Bishop.

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### 13. Donations

The Synod received, as an agent, the following donations which will be transferred directly to the related organization and are not recorded in the consolidated statement of operations.

|  | <u>2015</u> | <u>2014</u> |
|--|-------------|-------------|
| Bishop's Action Appeal/Anglican Appeal | \$ 23,319   | \$ 27,749   |

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### 14. Commitments

The Synod has an operating lease for its premises of \$9,720 per month, under a lease expiring in 2084.

The Synod has entered into an operating lease for its equipment expiring in 2019, representing total annual lease payments of \$4,796 in 2015.

The total aggregate minimum lease payments up to 2084 are \$9,535,396 and estimated annual minimum lease payments for the next five years are as follows:

|      |                   |
|------|-------------------|
| 2016 | \$ 142,735        |
| 2017 | 142,735           |
| 2018 | 142,735           |
| 2019 | 141,137           |
| 2020 | <u>137,939</u>    |
|      | <u>\$ 707,202</u> |

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## The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

**December 31, 2015**

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### 15. Related Entities

These transactions are in the normal course of operations and are measured at the exchange amount (the amount of consideration established and agreed to by the related parties), which approximates the arm's length equivalent value for services.

Amounts receivable from and amounts payable to related entities are payable on demand, interest-free and have arisen from the provision of services referred to below.

At the end of the year, the related party transactions and amounts due from or to related entities are as follows:

|                                |    | 2015    |    | 2014   |
|--------------------------------|----|---------|----|--------|
| <b>Management fees revenue</b> |    |         |    |        |
| The Anglican Balanced Fund     | \$ | 20,000  | \$ | 20,000 |
| 147368 Canada Inc.             | \$ | 12,000  | \$ | 12,000 |
| <b>Accounts receivable</b>     |    |         |    |        |
| The Anglican Balanced Fund     | \$ | 69,001  | \$ | 89,971 |
| 147368 Canada Inc.             | \$ | 117,898 | \$ | 48,334 |

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### 16. Controlled Entity

The Andrews Home is a corporation controlled by the Synod since the management of the Synod was closely involved in developing the policies of the Andrews Home and can influence the content.

The Andrews Home, incorporated by statute of the legislature of the Province of Québec cited as 58 Victoria, chapter 88 assented to on January 12, 1895, is a social service agency operated under the direction of the Bishop of Montreal for the furtherance of the objects and purposes of the Synod of the Diocese of Montreal in its charitable work. The institution is a registered charity under the *Income Tax Act*.

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### 17. Pension Plan

The Synod is a member of a contributory, multiemployer, defined benefit pension plan for the Diocesan clergy and Synod employees under which benefits are computed in relation to the number of years of service. The Synod office also administers a defined contribution pension plan for lay employees of parishes and other entities within the Diocese.

Pension expense for the Diocesan clergy and lay employees was \$129,879 for the year ended December 31, 2015 (2014 - \$130,252).

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# The Synod of the Diocese of Montreal

## Notes to Consolidated Financial Statements

December 31, 2015

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### 18. Risks Arising from Financial Instruments

#### *Credit Risk*

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Synod is exposed to credit risk in relation to cash, accounts receivable, loans receivable and investments held. The Synod mitigates this risk by dealing with creditworthy financial institutions and counterparties. The Synod is not exposed to a significant concentration of credit risk as no balance represents a significant portion of the amount outstanding. Total credit risk is limited to the amounts recorded in the statement of financial position.

#### *Liquidity Risk*

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Synod manages this risk by monitoring working capital and cash flow needs.

#### *Market Risk*

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: interest rate risk, currency risk and other price risk. Each of these risks is discussed hereunder.

#### *Interest Rate Risk*

The Synod is exposed to interest rate risk with investments in bonds and debentures that are held by the mutual funds in which it holds units. The yield and fair value of these investments will vary in response to changes in the prevailing market interest rates. The Synod mitigates this risk by holding a diversified portfolio of fixed-term debt instruments.

#### *Currency Risk*

The Synod is exposed to foreign currency risk indirectly as investments held by the mutual funds in which it holds units include investments denominated in foreign currency (primarily in U.S. dollars) that fluctuate in value as exchange rates move.

#### *Other Price Risk*

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Synod is exposed to price risk from its investment portfolio. The Synod moderates this risk through the selection and diversification of securities held within the portfolio.

There has been no change to the Synod's exposure to the above risks from the previous period.

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## The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

December 31, 2015

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### 19. Subsequent Events

Subsequent to year-end, the Synod purchased a property with a value of \$1,100,000.

The Synod obtained a mortgage loan in the amount of \$750,000 bearing interest of 4.59% repayable by consecutive monthly blended instalments of \$4,206. The mortgage loan is secured by an immovable hypothec in the amount of \$1,050,000, constituting a first ranking security on land, rectories and other properties.

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### 20. Comparative Figures

Certain comparative figures have been reclassified to conform with the presentation adopted in the current year.

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**The Synod of the Diocese of Montreal  
Schedule 1 - Parish Development and Support**

| <b>For the year ended December 31</b> | <b>2015</b>       | <b>2014</b>       |
|---------------------------------------|-------------------|-------------------|
| Parish development                    | \$ 213,277        | \$ 233,338        |
| Parish ministry support               | 146,701           | 130,841           |
| Diocesan Missioner                    | 88,264            | 88,140            |
| Centre for Lay Education              | 41,671            | 44,461            |
| Archdeacons and Regional Deans        | 35,873            | 42,448            |
| Other                                 | 8,812             | 5,552             |
|                                       | <b>\$ 534,598</b> | <b>\$ 544,780</b> |

**Schedule 2 - Parish Ministry and Chaplaincies**

| <b>For the year ended December 31</b>                   | <b>2015</b>       | <b>2014</b>       |
|---|-------------------|-------------------|
| <b>Parish Ministries</b>                                |                   |                   |
| Curates   | \$ 219,740        | \$ 208,398        |
| Provision for sundry and other employment related costs | 66,364            | 72,323            |
| Chomedey and St. Laurent                                | 11,453            | 12,494            |
| Clergy assistance, rehabilitation, and retraining       | 11,321            | 7,283             |
| Mascouche   | 9,000             | 9,000             |
| Other   | 7,247             | 2,552             |
|   | <b>325,125</b>    | <b>312,050</b>    |
| <b>Aided Parishes</b>                                   |                   |                   |
| Trinity Memorial  | 39,362            | 38,246            |
| Brome and Sutton region                                 | 18,750            | -                 |
| Bedford region  | 11,250            | -                 |
| Chateauguay   | 11,000            | 13,000            |
| Other   | 7,583             | 1,853             |
| Valois  | -                 | 24,018            |
|   | <b>87,945</b>     | <b>77,117</b>     |
| <b>Other</b>  |                   |                   |
| Clergy life insurance and other                         | 42,057            | 52,178            |
| Clergy development                                      | 21,115            | 16,130            |
| Other   | 2,548             | 1,774             |
|   | <b>65,720</b>     | <b>70,082</b>     |
|   | <b>\$ 478,790</b> | <b>\$ 459,249</b> |

**The Synod of the Diocese of Montreal  
Schedule 3 - Community Ministries**

| <b>For the year ended December 31</b> | <b>2015</b>       | <b>2014</b>       |
|---------------------------------------|-------------------|-------------------|
| Mile End Mission                      | \$ 70,000         | \$ 70,000         |
| Action Refugies Montréal              | 34,470            | 34,500            |
| Sorel                                 | 33,754            | 32,262            |
| Tyndale St. George's Community Centre | 28,000            | 28,000            |
| Other                                 | 8,863             | 8,161             |
|                                       | <b>\$ 175,087</b> | <b>\$ 172,923</b> |

**Schedule 4 - Communication**

| <b>For the year ended December 31</b> | <b>2015</b>      | <b>2014</b>      |
|---------------------------------------|------------------|------------------|
| Anglican Montréal                     | \$ 55,505        | \$ 58,761        |
| Website and database administration   | 24,526           | 6,915            |
|                                       | <b>\$ 80,031</b> | <b>\$ 65,676</b> |

**Schedule 5 - Standing Committee on Mission**

| <b>For the year ended December 31</b> | <b>2015</b>      | <b>2014</b>      |
|---------------------------------------|------------------|------------------|
| Partnership Committee                 | \$ 14,694        | \$ 11,617        |
| Other                                 | 13,817           | 13,677           |
| PWRDF                                 | 3,484            | 542              |
| Standing Committee Activities         | 3,455            | 2,608            |
| Anglican Church Women                 | 2,727            | 3,068            |
| Kidstuff (Children's ministry)        | 2,374            | 1,278            |
|                                       | <b>\$ 40,551</b> | <b>\$ 32,790</b> |

**Schedule 6 - Administration**

| <b>For the year ended December 31</b> | <b>2015</b>       | <b>2014</b>       |
|---------------------------------------|-------------------|-------------------|
| Salaries and benefits                 | \$ 249,192        | \$ 241,831        |
| Occupancy costs                       | 105,350           | 98,407            |
| Professional fees                     | 50,000            | 50,000            |
| Other                                 | 37,145            | 42,071            |
| Office expenses                       | 32,268            | 30,841            |
| Archives                              | 27,747            | 47,410            |
| Computer support                      | 24,693            | 23,658            |
| Payroll service                       | 16,779            | 17,282            |
|                                       | <b>\$ 543,174</b> | <b>\$ 551,500</b> |



**L. DRAFT BUDGET 2017**

**THE SYNOD OF THE DIOCESE OF MONTREAL**

**BUDGET FOR THE YEAR ENDING  
DECEMBER 31, 2017**

|  | Sch | Budget<br>2017      | Forecast<br>2016    | Budget<br>2016      | Actual<br>2015      | Actual<br>2014      |
|--|-----|---------------------|---------------------|---------------------|---------------------|---------------------|
| <b>Revenue:</b>                          |     |                     |                     |                     |                     |                     |
| Diocesan assessments                     |     | \$ 1,050,000        | \$ 1,050,000        | \$ 1,050,000        | \$ 1,050,000        | \$ 1,050,000        |
| Investment income                        | 1   | 485,000             | 485,000             | 505,000             | 409,069             | 469,784             |
| Ground rent                              |     | 372,000             | 372,000             | 372,000             | 371,754             | 371,786             |
| Donations and other income               |     | 110,000             | 108,333             | 115,000             | 89,128              | 117,105             |
| Rental income                            |     | 34,681              | 34,422              | 34,422              | 29,809              | 28,006              |
| Management fees                          |     | 30,200              | 30,200              | 30,200              | 30,200              | 29,500              |
| Campaign for Youth Ministries            |     | -                   | -                   | -                   | -                   | 18,463              |
|  |     | <b>2,081,881</b>    | <b>2,079,955</b>    | <b>2,106,622</b>    | <b>1,979,960</b>    | <b>2,084,644</b>    |
| <b>Expenses:</b>                         |     |                     |                     |                     |                     |                     |
| Ministry and Mission                     |     |                     |                     |                     |                     |                     |
| Parish development and support           | 2   | 491,970             | 499,106             | 534,029             | 534,598             | 544,781             |
| Parish ministry and chaplaincies         | 3   | 439,385             | 430,475             | 433,725             | 478,790             | 459,249             |
| General and Provincial Synods            |     | 259,310             | 258,464             | 258,464             | 258,464             | 258,464             |
| Community ministries                     | 4   | 144,500             | 175,500             | 177,997             | 175,087             | 172,923             |
| Communication                            | 5   | 64,683              | 73,000              | 86,500              | 80,031              | 65,676              |
| Standing committee on mission            | 6   | 30,700              | 41,500              | 41,500              | 40,551              | 32,790              |
| Bishop's ministries                      | 7   | 12,500              | 11,500              | 11,500              | 8,983               | 7,270               |
| Total Ministry and Mission               |     | <b>1,443,048</b>    | <b>1,489,545</b>    | <b>1,543,715</b>    | <b>1,576,504</b>    | <b>1,541,153</b>    |
| Administration                           | 8   | 545,843             | 540,564             | 532,140             | 543,174             | 551,500             |
| Office of the Bishop                     |     | 237,959             | 234,000             | 250,258             | 243,788             | 241,522             |
| Retired clergy benefits                  | 9   | 75,000              | 75,000              | 75,000              | 75,473              | 76,399              |
| Synod                                    | 10  | 14,187              | 15,621              | 28,340              | 41,852              | 33,858              |
| Fundraising                              |     | 25,000              | 25,000              | 25,000              | 11,397              | 22,679              |
| Interest                                 |     | 41,700              | 32,200              | 42,000              | 17,254              | 18,516              |
|  |     | <b>2,382,737</b>    | <b>2,411,930</b>    | <b>2,496,454</b>    | <b>2,509,442</b>    | <b>2,485,627</b>    |
| <b>Loss from operations</b>              |     | <b>(300,856)</b>    | <b>(331,975)</b>    | <b>(389,832)</b>    | <b>(529,482)</b>    | <b>(400,983)</b>    |
| <b>Special income (expense)</b>          |     |                     |                     |                     |                     |                     |
| Gains on sale of churches and properties |     | 500,000             | 500,000             | 500,000             | -                   | 16,694              |
| Property administration                  |     | (75,000)            | (115,000)           | (100,000)           | (115,047)           | (112,170)           |
| Church plant                             |     | (200,000)           | (200,000)           | (100,000)           | -                   | -                   |
| Youth costs                              |     | (60,000)            | (100,000)           | (100,000)           | (92,220)            | (99,490)            |
| Other                                    |     | (105,000)           | -                   | -                   | 148,636             | (116,852)           |
|  |     | <b>60,000</b>       | <b>85,000</b>       | <b>200,000</b>      | <b>(58,631)</b>     | <b>(311,818)</b>    |
| <b>Loss for the period</b>               |     | <b>\$ (240,856)</b> | <b>\$ (246,975)</b> | <b>\$ (189,832)</b> | <b>\$ (588,113)</b> | <b>\$ (712,801)</b> |

**THE SYNOD OF THE DIOCESE OF MONTREAL**

**BUDGET FOR THE YEAR ENDING  
DECEMBER 31, 2017**

**Schedule 1**

| <b>INVESTMENT INCOME</b>    | <b>Budget<br/>2017</b> | <b>Forecast<br/>2016</b> | <b>Budget<br/>2016</b> | <b>Actual<br/>2015</b> | <b>Actual<br/>2014</b> |
|-----------------------------|------------------------|--------------------------|------------------------|------------------------|------------------------|
| Dividends and distributions | \$ 460,000             | \$ 460,000               | \$ 480,000             | \$ 383,080             | \$ 444,518             |
| Interest income             | 25,000                 | 25,000                   | 25,000                 | 25,989                 | 25,266                 |
|                             | <b>\$ 485,000</b>      | <b>\$ 485,000</b>        | <b>\$ 505,000</b>      | <b>\$ 409,069</b>      | <b>\$ 469,784</b>      |

**Schedule 2**

| <b>PARISH DEVELOPMENT AND SUPPORT</b> | <b>Budget<br/>2017</b> | <b>Forecast<br/>2016</b> | <b>Budget<br/>2016</b> | <b>Actual<br/>2015</b> | <b>Actual<br/>2014</b> |
|---------------------------------------|------------------------|--------------------------|------------------------|------------------------|------------------------|
| Parish development                    | \$ 218,373             | \$ 214,500               | \$ 213,614             | \$ 213,277             | \$ 233,338             |
| Parish ministry support               | 134,108                | 131,606                  | 131,606                | 146,701                | 130,842                |
| Diocesan Missioner                    | 89,689                 | 89,000                   | 92,454                 | 88,264                 | 88,140                 |
| Archdeacons & Regional Deans          | 40,800                 | 40,000                   | 37,800                 | 35,873                 | 42,448                 |
| Office expenses                       | 4,000                  | 4,000                    | 8,000                  | 3,001                  | 3,070                  |
| Stewardship Council                   | 4,000                  | 4,000                    | 4,000                  | 5,811                  | 1,022                  |
| Programme - miscellaneous             | 1,000                  | 1,000                    | 1,000                  | -                      | -                      |
| Centre for Lay Education              | -                      | 15,000                   | 45,556                 | 41,671                 | 44,461                 |
| Youth Ambassadors                     | -                      | -                        | -                      | -                      | 1,460                  |
|                                       | <b>\$ 491,970</b>      | <b>\$ 499,106</b>        | <b>\$ 534,029</b>      | <b>\$ 534,598</b>      | <b>\$ 544,781</b>      |

**Schedule 3**

| <b>PARISH MINISTRY AND CHAPLAINCIES</b>        | <b>Budget<br/>2017</b> | <b>Forecast<br/>2016</b> | <b>Budget<br/>2016</b> | <b>Actual<br/>2015</b> | <b>Actual<br/>2014</b> |
|--|------------------------|--------------------------|------------------------|------------------------|------------------------|
| Curates  | \$ 228,105             | \$ 224,525               | \$ 224,525             | \$ 219,740             | \$ 208,398             |
| Provision for other employment related costs   | 30,000                 | 20,000                   | 20,000                 | 66,364                 | 72,323                 |
| Chomedey                                       | 12,000                 | 12,000                   | 10,000                 | 11,453                 | 12,494                 |
| Mascouche                                      | 9,000                  | 9,000                    | 9,000                  | 9,000                  | 9,000                  |
| Clergy assistance, rehabilitation & retraining | 8,000                  | 8,000                    | 8,000                  | 11,321                 | 7,283                  |
| St. Andrew's East                              | 2,900                  | 2,750                    | 2,400                  | 2,684                  | 2,552                  |
| Outfit grants (new ordinands)                  | 2,400                  | 1,200                    | 4,800                  | 4,563                  | -                      |
| <i>Parish Ministries</i>                       | <b>292,405</b>         | <b>277,475</b>           | <b>278,725</b>         | <b>325,125</b>         | <b>312,050</b>         |
| Brome and Sutton region                        | 25,000                 | 25,000                   | 25,000                 | 18,750                 | -                      |
| Trinity Memorial                               | 24,480                 | 24,000                   | 24,000                 | 39,362                 | 38,246                 |
| Bedford region                                 | 15,000                 | 15,000                   | 15,000                 | 11,250                 | -                      |
| Granby region                                  | 13,000                 | 13,000                   | 13,000                 | 7,583                  | -                      |
| Chateauguay                                    | -                      | 7,500                    | 7,500                  | 11,000                 | 13,000                 |
| Longueuil                                      | -                      | -                        | -                      | -                      | 1,853                  |
| Valois   | -                      | -                        | -                      | -                      | 24,018                 |
| <i>Aided Parishes</i>                          | <b>77,480</b>          | <b>84,500</b>            | <b>84,500</b>          | <b>87,945</b>          | <b>77,117</b>          |
| Clergy life insurance and other                | 44,000                 | 44,000                   | 44,000                 | 42,057                 | 52,178                 |
| Clergy development                             | 23,500                 | 23,500                   | 23,500                 | 21,115                 | 16,130                 |
| Fresh Start                                    | 2,000                  | 1,000                    | 2,000                  | 779                    | 37                     |
| Post ordination training                       | -                      | -                        | 1,000                  | -                      | 258                    |
| Temporary duty                                 | -                      | -                        | -                      | 1,769                  | 1,479                  |
| <i>Other</i>                                   | <b>69,500</b>          | <b>68,500</b>            | <b>70,500</b>          | <b>65,720</b>          | <b>70,082</b>          |
|  | <b>\$ 439,385</b>      | <b>\$ 430,475</b>        | <b>\$ 433,725</b>      | <b>\$ 478,790</b>      | <b>\$ 459,249</b>      |

**THE SYNOD OF THE DIOCESE OF MONTREAL**

**BUDGET FOR THE YEAR ENDING  
DECEMBER 31, 2017**

**Schedule 4**

| <b>COMMUNITY MINISTRIES</b>           | <b>Budget<br/>2017</b> | <b>Forecast<br/>2016</b> | <b>Budget<br/>2016</b> | <b>Actual<br/>2015</b> | <b>Actual<br/>2014</b> |
|---------------------------------------|------------------------|--------------------------|------------------------|------------------------|------------------------|
| Mile End Mission                      | \$ 73,000              | \$ 73,000                | \$ 73,000              | \$ 70,000              | \$ 70,000              |
| Action Refugiés Montreal              | 34,500                 | 34,500                   | 34,500                 | 34,470                 | 34,500                 |
| Tyndale St George' s Community Centre | 28,000                 | 28,000                   | 28,000                 | 28,000                 | 28,000                 |
| McGill University                     | 6,000                  | 6,000                    | 6,000                  | 6,000                  | 6,000                  |
| St. Anne Veterans Hospital            | 2,000                  | 1,500                    | -                      | 1,863                  | 1,161                  |
| Concordia University                  | 1,000                  | 1,000                    | 1,000                  | 1,000                  | 1,000                  |
| Sorel                                 | -                      | 31,500                   | 35,497                 | 33,754                 | 32,262                 |
|                                       | <b>\$ 144,500</b>      | <b>\$ 175,500</b>        | <b>\$ 177,997</b>      | <b>\$ 175,087</b>      | <b>\$ 172,923</b>      |

**Schedule 5**

| <b>COMMUNICATION</b>                | <b>Budget<br/>2017</b> | <b>Forecast<br/>2016</b> | <b>Budget<br/>2016</b> | <b>Actual<br/>2015</b> | <b>Actual<br/>2014</b> |
|-------------------------------------|------------------------|--------------------------|------------------------|------------------------|------------------------|
| The Montreal Anglican               | \$ 32,100              | \$ 40,000                | \$ 53,500              | \$ 55,505              | \$ 58,761              |
| Website and database administration | 24,583                 | 25,000                   | 25,000                 | 24,526                 | 6,915                  |
| French translation                  | 8,000                  | 8,000                    | 8,000                  | -                      | -                      |
|                                     | <b>\$ 64,683</b>       | <b>\$ 73,000</b>         | <b>\$ 86,500</b>       | <b>\$ 80,031</b>       | <b>\$ 65,676</b>       |

**Schedule 6**

| <b>STANDING COMMITTEE ON MISSION</b> | <b>Budget<br/>2017</b> | <b>Forecast<br/>2016</b> | <b>Budget<br/>2016</b> | <b>Actual<br/>2015</b> | <b>Actual<br/>2014</b> |
|--------------------------------------|------------------------|--------------------------|------------------------|------------------------|------------------------|
| Mission Committee Grants             | \$ 13,500              | \$ 15,000                | \$ 15,000              | \$ 12,620              | \$ 13,323              |
| Partnership Committee                | 6,000                  | 12,000                   | 12,000                 | 14,694                 | 11,617                 |
| Standing Committee Activities        | 3,500                  | 5,000                    | 5,000                  | 3,455                  | 2,608                  |
| PWRDF                                | 3,400                  | 4,200                    | 4,200                  | 3,484                  | 542                    |
| Anglican Church Women                | 2,950                  | 3,400                    | 3,400                  | 2,727                  | 3,068                  |
| Stewardship of the Environment       | 1,350                  | 1,900                    | 1,900                  | 1,197                  | 200                    |
| Kidstuff                             | -                      | -                        | -                      | 2,374                  | 1,278                  |
| Council on Aging                     | -                      | -                        | -                      | -                      | 154                    |
|                                      | <b>\$ 30,700</b>       | <b>\$ 41,500</b>         | <b>\$ 41,500</b>       | <b>\$ 40,551</b>       | <b>\$ 32,790</b>       |

**Schedule 7**

| <b>BISHOP'S MINISTRIES</b> | <b>Budget<br/>2017</b> | <b>Forecast<br/>2016</b> | <b>Budget<br/>2016</b> | <b>Actual<br/>2015</b> | <b>Actual<br/>2014</b> |
|----------------------------|------------------------|--------------------------|------------------------|------------------------|------------------------|
| Lay Readers Association    | \$ 5,000               | \$ 3,500                 | \$ 3,500               | \$ 4,963               | \$ 3,280               |
| Spiritual Direction        | 4,000                  | 4,000                    | 4,000                  | 3,990                  | 3,990                  |
| Vocational deacons         | 3,000                  | 3,000                    | 3,000                  | -                      | -                      |
| Lay Pastoral Visitors      | 500                    | 1,000                    | 1,000                  | 30                     | -                      |
|                            | <b>\$ 12,500</b>       | <b>\$ 11,500</b>         | <b>\$ 11,500</b>       | <b>\$ 8,983</b>        | <b>\$ 7,270</b>        |

**THE SYNOD OF THE DIOCESE OF MONTREAL**

**BUDGET FOR THE YEAR ENDING  
DECEMBER 31, 2017**

**Schedule 8**

| <b>ADMINISTRATION</b>            | <b>Budget<br/>2017</b> | <b>Forecast<br/>2016</b> | <b>Budget<br/>2016</b> | <b>Actual<br/>2015</b> | <b>Actual<br/>2014</b> |
|----------------------------------|------------------------|--------------------------|------------------------|------------------------|------------------------|
| Salaries and benefits            | \$ 249,299             | \$ 245,588               | \$ 245,588             | \$ 249,192             | \$ 241,831             |
| Occupancy costs                  | 99,741                 | 98,000                   | 103,372                | 105,350                | 98,407                 |
| Audit                            | 50,000                 | 50,000                   | 50,000                 | 50,000                 | 50,000                 |
| Archives                         | 44,803                 | 43,976                   | 31,181                 | 27,747                 | 47,410                 |
| Computer support                 | 25,000                 | 25,000                   | 25,000                 | 24,693                 | 23,658                 |
| Payroll service                  | 17,000                 | 17,000                   | 17,000                 | 16,779                 | 17,282                 |
| Insurance, taxes, and permits    | 15,000                 | 15,000                   | 15,000                 | 16,725                 | 14,776                 |
| Telephone, fax and postage costs | 13,000                 | 14,000                   | 13,000                 | 15,869                 | 15,259                 |
| Office machinery and supplies    | 12,000                 | 12,000                   | 12,000                 | 15,199                 | 15,582                 |
| Synod residences                 | 10,000                 | 10,000                   | 10,000                 | 4,470                  | 10,662                 |
| Other items                      | 10,000                 | 10,000                   | 10,000                 | 17,150                 | 16,633                 |
|                                  | <b>\$ 545,843</b>      | <b>\$ 540,564</b>        | <b>\$ 532,140</b>      | <b>\$ 543,174</b>      | <b>\$ 551,500</b>      |

**Schedule 9**

| <b>RETIRED CLERGY BENEFITS</b> | <b>Budget<br/>2017</b> | <b>Forecast<br/>2016</b> | <b>Budget<br/>2016</b> | <b>Actual<br/>2015</b> | <b>Actual<br/>2014</b> |
|--------------------------------|------------------------|--------------------------|------------------------|------------------------|------------------------|
| Health and death benefits      | \$ 41,000              | \$ 41,000                | \$ 41,000              | \$ 41,000              | \$ 41,000              |
| Dental claims                  | 19,000                 | 19,000                   | 19,000                 | 19,491                 | 19,085                 |
| Supplemental pensions          | 15,000                 | 15,000                   | 15,000                 | 14,982                 | 16,314                 |
|                                | <b>\$ 75,000</b>       | <b>\$ 75,000</b>         | <b>\$ 75,000</b>       | <b>\$ 75,473</b>       | <b>\$ 76,399</b>       |

**Schedule 10**

| <b>SYNOD</b>                      | <b>Budget<br/>2017</b> | <b>Forecast<br/>2016</b> | <b>Budget<br/>2016</b> | <b>Actual<br/>2015</b> | <b>Actual<br/>2014</b> |
|-----------------------------------|------------------------|--------------------------|------------------------|------------------------|------------------------|
| Synod salary support              | \$ 5,187               | \$ 8,621                 | \$ 21,340              | \$ 21,252              | \$ 21,314              |
| Council, committees, and meetings | 5,000                  | 5,000                    | 5,000                  | 4,619                  | 6,274                  |
| Synod printing and stationery     | 4,000                  | 2,000                    | 2,000                  | 15,981                 | 6,270                  |
|                                   | <b>\$ 14,187</b>       | <b>\$ 15,621</b>         | <b>\$ 28,340</b>       | <b>\$ 41,852</b>       | <b>\$ 33,858</b>       |



Parish Statistics No.1 2015

| Name of Parish/Congregation        | Self Supporting, Aided, or Pastoral Community | Location of Congregation | 1<br>Total<br>Persons on<br>your Parish<br>List | 2<br>Confirmed<br>Anglican on<br>your Parish<br>List | 3<br>Identified<br>Givers | 4<br>Average<br>Weekly<br>Attendance | 5<br>Average<br>Sunday<br>Attendance | 6<br>Number of<br>Baptisms | 7<br>Number of<br>Reaffirmation of<br>Baptismal Vows | 8<br>number of<br>Confirmations | 9<br>Number of Persons<br>Received from other<br>Denominations |
|------------------------------------|---|--------------------------|---|--|---------------------------|--------------------------------------|--------------------------------------|----------------------------|--|---------------------------------|--|
| <b>Deanery of Christ Church</b>    |   |                          |   |  |                           |                                      |                                      |                            |  |                                 |  |
| Christ Church Cathedral            | S   | Montréal                 | 420   | 0  | 203                       | 119                                  | 212                                  | 9                          | 0  | 0                               | 0  |
| <b>Deanery Totals</b>              |   |                          | <b>420</b>                                      | <b>0</b>   | <b>203</b>                | <b>119</b>                           | <b>212</b>                           | <b>9</b>                   | <b>0</b>   | <b>0</b>                        | <b>0</b>   |
| <b>Deanery of Hochelaga</b>        |   |                          |   |  |                           |                                      |                                      |                            |  |                                 |  |
| St George's, Place du Canada       | S   | Montréal                 | 336   | 239  | 130                       | 14                                   | 85                                   | 10                         | 0  | 0                               | 0  |
| St James the Apostle               | S   | Montréal                 | 186   | 0  | 184                       | 104                                  | 60                                   | 4                          | 0  | 0                               | 0  |
| St John the Evangelist             | S   | Montréal                 | 125   | 67   | 126                       | 142                                  | 76                                   | 3                          | 0  | 0                               | 0  |
| St Matthias, Westmount             | S   | Westmount                | 340   | 300  | 113                       | 28                                   | 51                                   | 2                          | 0  | 0                               | 0  |
| St Margaret of Scolland            | A   | Montréal                 | 11  | 11   | 9                         | 11                                   | 10                                   | 0                          | 0  | 0                               | 0  |
| St Stephen, Westmount              | S   | Westmount                | 69  | 34   | 23                        | 28                                   | 28                                   | 0                          | 0  | 0                               | 0  |
| Église de la Nativité              | A   | Montréal                 | 170   | 150  | 70                        | 88                                   | 80                                   | 2                          | 2  | 0                               | 0  |
| St Cuthbert/St Hilda/St Luke       | S   | Montréal                 | 91  | 57   | 38                        | 33                                   | 27                                   | 2                          | 0  | 0                               | 0  |
| <b>Deanery Totals</b>              |   |                          | <b>1328</b>                                     | <b>858</b>   | <b>693</b>                | <b>448</b>                           | <b>417</b>                           | <b>23</b>                  | <b>2</b>   | <b>0</b>                        | <b>0</b>   |
| <b>Deanery of Western Montreal</b> |   |                          |   |  |                           |                                      |                                      |                            |  |                                 |  |
| St Paul, Côte-des-Neiges           | S   | Montréal                 | 427   | 297  | 223                       | 14                                   | 163                                  | 45                         | 0  | 5                               | 0  |
| St Philip, Montréal-Ouest          | S   | Montréal-Ouest           | 285   | 0  | 154                       | 69                                   | 67                                   | 4                          | 0  | 5                               | 0  |
| St Thomas, NDG                     | S   | Montréal                 | 185   | 0  | 104                       | 3                                    | 77                                   | 7                          | 0  | 0                               | 0  |
| Trinity Memorial                   | S   | Montréal                 | 149   | 0  | 163                       | 14                                   | 73                                   | 4                          | 0  | 0                               | 0  |
| Church of the Epiphany, Verdun     | S   | Verdun                   | 120   | 95   | 69                        | 14                                   | 57                                   | 4                          | 0  | 0                               | 1  |
| St Lawrence, LaSalle               | S   | LaSalle                  | 170   | 164  | 134                       | 81                                   | 68                                   | 4                          | 0  | 0                               | 5  |
| St Mark, St-Laurent                | S   | St-Laurent               | 223   | 205  | 101                       | 42                                   | 51                                   | 4                          | 0  | 0                               | 0  |
| St Simon and St Bartholomew        | S   | Laval                    | 100   | 100  | 48                        | 20                                   | 28                                   | 1                          | 0  | 0                               | 0  |
| St Peter, TMR                      | S   | Town of Mount Royal      | 190   | 0  | 107                       | 84                                   | 84                                   | 2                          | 0  | 0                               | 0  |
| <b>Deanery Totals</b>              |   |                          | <b>1849</b>                                     | <b>861</b>   | <b>1103</b>               | <b>341</b>                           | <b>668</b>                           | <b>75</b>                  | <b>0</b>   | <b>10</b>                       | <b>6</b>   |

Parish Statistics No.1 2015

| Name of Parish/Congregation           | Self Supporting, Aided, or Pastoral Community | Location of Congregation | 1<br>Total<br>Persons on<br>your Parish<br>List | 2<br>Confirmed<br>Anglican on<br>your Parish<br>List | 3<br>Identified<br>Givers | 4<br>Average<br>Weekly<br>Attendance | 5<br>Average<br>Sunday<br>Attendance | 6<br>Number of<br>Baptisms | 7<br>Number of<br>Reaffirmation of<br>Baptismal Vows | 8<br>number of<br>Confirmations | 9<br>Number of Persons<br>Received from other<br>Denominations |
|---------------------------------------|---|--------------------------|---|--|---------------------------|--------------------------------------|--------------------------------------|----------------------------|--|---------------------------------|--|
| <b>Deanery of Bedford</b>             |   |                          |   |  |                           |                                      |                                      |                            |  |                                 |  |
| All Saints, Dunham                    | S   | Dunham                   | 110   | 96   | 52                        | 0                                    | 23                                   | 0                          | 0  | 0                               | 0  |
| Holy Trinity, Frelighsburg            | S   | Frelighsburg             | 20  | 15   | 18                        | 10                                   | 10                                   | 0                          | 0  | 0                               | 0  |
| St James the Apostle, Stanbridge East | S   | Stanbridge East          | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| St James the Less, Pigeon Hill        | PC  | Pigeon Hill              | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| St John the Evangelist, Stanbury      | S   | Stanbury                 | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| St James', Bedford                    | S   | Bedford                  | 140   | 111  | 23                        | 12                                   | 29                                   | 1                          | 1  | 0                               | 3  |
| St Paul's, Philipsburg                | S   | Philipsburg              | 52  | 37   | 12                        | 0                                    | 12                                   | 2                          | 0  | 0                               | 0  |
| St James', Farnham                    | S   | Farnham                  | 36  | 27   | 3                         | 0                                    | 12                                   | 0                          | 0  | 0                               | 0  |
| St George's, Clarenceville            | S   | Clarenceville            | 37  | 0  | 19                        | 0                                    | 5                                    | 0                          | 0  | 0                               | 1  |
| St Thomas, Noyan                      | S   | Noyan                    | 27  | 22   | 27                        | 0                                    | 19                                   | 0                          | 0  | 0                               | 5  |
| Trinity, Nelsonville (Cowansville)    | S   | Cowansville              | 24  | 20   | 20                        | 0                                    | 19                                   | 0                          | 0  | 0                               | 0  |
| <b>Deanery Totals</b>                 |   |                          | <b>446</b>                                      | <b>328</b>   | <b>174</b>                | <b>22</b>                            | <b>129</b>                           | <b>3</b>                   | <b>1</b>   | <b>0</b>                        | <b>9</b>   |
| <b>Deanery of Brome-Shefford</b>      |   |                          |   |  |                           |                                      |                                      |                            |  |                                 |  |
| Grace Church, Sutton                  | S   | Sutton                   | 100   | 80   | 70                        | 36                                   | 28                                   | 6                          | 0  | 0                               | 0  |
| All Saints, Abercorn                  | S   | Abercorn                 | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| St George's, Granby                   | S   | Granby                   | 30  | 15   | 15                        | 0                                    | 17                                   | 0                          | 0  | 0                               | 0  |
| St Paul's, Abbotsford                 | S   | Abbotsford               | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| St. Paul's, Mansonville               | S   | Bedford                  | 21  | 0  | 10                        | 0                                    | 8                                    | 0                          | 0  | 0                               | 0  |
| St John the Evangelist, Brome         | S   | Brome                    | 42  | 32   | 9                         | 0                                    | 14                                   | 0                          | 0  | 0                               | 0  |
| Holy Trinity, Iron Hill               | S   | Iron Hill                | 49  | 36   | 22                        | 0                                    | 17                                   | 0                          | 0  | 0                               | 0  |
| St Aidan's, Sutton Junction           | S   | Sutton Junction          | 24  | 14   | 10                        | 0                                    | 20                                   | 0                          | 0  | 0                               | 0  |
| Ascension, West Brome                 | S   | West Brome               | 27  | 21   | 16                        | 0                                    | 27                                   | 0                          | 0  | 0                               | 0  |
| St Luke's, Waterloo                   | S   | Waterloo                 | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| St James', Foster                     | S   | Foster                   | 27  | 26   | 0                         | 29                                   | 16                                   | 0                          | 0  | 0                               | 0  |



Parish Statistics No.1 2015

| Name of Parish/Congregation | Self Supporting, Aided,<br>or Pastoral Community | Location of Congregation | 1<br>Total<br>Persons on<br>your Parish<br>List | 2<br>Confirmed<br>Anglican on<br>your Parish<br>List | 3<br>Identified<br>Givers | 4<br>Average<br>Weekly<br>Attendance | 5<br>Average<br>Sunday<br>Attendance | 6<br>Number of<br>Baptisms | 7<br>Number of<br>Reaffirmation of<br>Baptismal Vows | 8<br>number of<br>Confirmations | 9<br>Number of Persons<br>Received from other<br>Denominations |
|-----------------------------|--|--------------------------|---|--|---------------------------|--------------------------------------|--------------------------------------|----------------------------|--|---------------------------------|--|
| St Paul's, Knowlton         | S  | Knowlton                 | 200   | 0  | 91                        | 80                                   | 77                                   | 2                          | 0  | 0                               | 0  |
| St Patrick's, Bolton Centre | A  | Bolton Centre            | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| Holy Trinity, South Bolton  | A  | South Bolton             | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| <b>Deanery Totals</b>       |  |                          | <b>520</b>                                      | <b>224</b>   | <b>243</b>                | <b>145</b>                           | <b>224</b>                           | <b>8</b>                   | <b>0</b>   | <b>0</b>                        | <b>0</b>   |

Parish Statistics No.1 2015

| Name of Parish/Congregation         | Self Supporting, Aided, or Pastoral Community | Location of Congregation | 1<br>Total<br>Persons on<br>your Parish<br>List | 2<br>Confirmed<br>Anglican on<br>your Parish<br>List | 3<br>Identified<br>Givers | 4<br>Average<br>Weekly<br>Attendance | 5<br>Average<br>Sunday<br>Attendance | 6<br>Number of<br>Baptisms | 7<br>Number of<br>Reaffirmation of<br>Baptismal Vows | 8<br>number of<br>Confirmations | 9<br>Number of Persons<br>Received from other<br>Denominations |
|-------------------------------------|---|--------------------------|---|--|---------------------------|--------------------------------------|--------------------------------------|----------------------------|--|---------------------------------|--|
| <b>Deanery of South Shore</b>       |   |                          |   |  |                           |                                      |                                      |                            |  |                                 |  |
| St Luke's, Hemmingford              | S   | Hemmingford              | 0   | 0  | 0                         | 0                                    | 13                                   | 2                          | 0  | 0                               | 0  |
| St Matthew's, Edwardstown           | S   | Edwardstown              | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| Trinity, Havelock                   | S   | Havelock                 | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| St George's, Châteauguay            | S   | Châteauguay              | 141   | 118  | 125                       | 21                                   | 65                                   | 11                         | 0  | 0                               | 0  |
| Christ Church, Sorel                | A   | Sorel                    | 55  | 0  | 15                        | 0                                    | 15                                   | 0                          | 0  | 0                               | 0  |
| St Francis, Odanak                  | A   | Odanak                   | 6   | 6  | 6                         | 0                                    | 9                                    | 0                          | 0  | 0                               | 0  |
| St Barnabas, Saint-Lambert          | S   | Saint-Lambert            | 315   | 167  | 100                       | 0                                    | 63                                   | 0                          | 0  | 0                               | 0  |
| St Joseph of Nazareth, Brossard     | S   | Brossard                 | 48  | 29   | 36                        | 34                                   | 31                                   | 1                          | 0  | 0                               | 19   |
| St Margaret's, St-Hubert            | A   | St-Hubert                | 66  | 54   | 43                        | 0                                    | 26                                   | 2                          | 0  | 0                               | 0  |
| St Mark's, Longueuil                | A   | Longueuil                | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| St Paul's, Greenfield Park          | S   | Greenfield Park          | 221   | 155  | 116                       | 22                                   | 69                                   | 11                         | 0  | 0                               | 0  |
| St Stephen's with St James, Chambly | S   | Chambly                  | 192   | 126  | 41                        | 33                                   | 30                                   | 1                          | 0  | 0                               | 0  |
| Grace Church, L'Acadie              | S   | L'Acadie                 | 16  | 11   | 9                         | 0                                    | 12                                   | 0                          | 0  | 0                               | 0  |
| Trinity, St-Bruno                   | S   | St-Bruno                 | 0   | 0  | 64                        | 62                                   | 38                                   | 28                         | 26   | 0                               | 0  |
| St Martin's House, Otterburn Park   | S   | Otterburn Park           | 11  | 9  | 6                         | 8                                    | 7                                    | 0                          | 0  | 0                               | 0  |
| St Thomas, Rougemont                | S   | Rougemont                | 20  | 14   | 13                        | 0                                    | 10                                   | 0                          | 0  | 0                               | 0  |
| <b>Deanery Totals</b>               |   |                          | <b>1091</b>                                     | <b>689</b>   | <b>574</b>                | <b>180</b>                           | <b>387</b>                           | <b>55.5</b>                | <b>26</b>  | <b>0</b>                        | <b>19</b>  |

Parish Statistics No.1 2015

| Name of Parish/Congregation       | Self Supporting, Aided, or Pastoral Community | Location of Congregation | 1<br>Total<br>Persons on<br>your Parish<br>List | 2<br>Confirmed<br>Anglican on<br>your Parish<br>List | 3<br>Identified<br>Givers | 4<br>Average<br>Weekly<br>Attendance | 5<br>Average<br>Sunday<br>Attendance | 6<br>Number of<br>Baptisms | 7<br>Number of<br>Reaffirmation of<br>Baptismal Vows | 8<br>number of<br>Confirmations | 9<br>Number of Persons<br>Received from other<br>Denominations |
|-----------------------------------|---|--------------------------|---|--|---------------------------|--------------------------------------|--------------------------------------|----------------------------|--|---------------------------------|--|
| <b>Deanery of the Laurentians</b> |   |                          |   |  |                           |                                      |                                      |                            |  |                                 |  |
| Christ Church, Rawdon             | S   | Rawdon                   | 85  | 72   | 128                       | 63                                   | 37                                   | 2                          | 0  | 0                               | 0  |
| Parish of Mascouche               | PC  | Mascouche                | 34  | 30   | 32                        | 0                                    | 12                                   | 1                          | 2  | 0                               | 0  |
| Grace Church, Arundel             | S   | Arundel                  | 68  | 0  | 73                        | 24                                   | 30                                   | 3                          | 0  | 0                               | 0  |
| St Francis, Saint-Sauveur         | S   | Saint-Sauveur            | 112   | 0  | 17                        | 22                                   | 22                                   | 1                          | 0  | 1                               | 0  |
| Trinity Church, Morin Heights     | S   | Morin-Heights            | 96  | 82   | 44                        | 0                                    | 24                                   | 0                          | 0  | 0                               | 0  |
| St John the Baptist, Kilkenny     | PC  | Kilkenny                 | 42  | 0  | 18                        | 0                                    | 7                                    | 0                          | 0  | 0                               | 0  |
| St Matthew's, Grenville           | S   | Grenville                | 38  | 38   | 29                        | 18                                   | 18                                   | 1                          | 0  | 0                               | 0  |
| Holy Trinity, Calumet             | S   | Calumet                  | 34  | 20   | 14                        | 0                                    | 14                                   | 0                          | 0  | 1                               | 0  |
| Christ Church, Montebello         | S   | Montebello               | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| St Simeon's, Lachute              | S   | Lachute                  | 169   | 79   | 59                        | 29                                   | 29                                   | 1                          | 0  | 0                               | 0  |
| St Paul's, Dunany                 | S   | Dunany                   | 85  | 0  | 75                        | 0                                    | 26                                   | 0                          | 0  | 0                               | 0  |
| Holy Trinity, Lakefield           | S   | Lakefield                | 20  | 12   | 18                        | 26                                   | 22                                   | 0                          | 0  | 0                               | 5  |
| Christ Church, Mille Isles        | S   | Mille Isles              | 68  | 0  | 21                        | 20                                   | 20                                   | 0                          | 0  | 0                               | 0  |
| St Aidan's, Louisa                | S   | Louisa                   | 69  | 40   | 45                        | 18                                   | 18                                   | 0                          | 0  | 0                               | 0  |
| All Saints, Deux-Montagnes        | S   | Deux-Montagnes           | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| St James', Rosemere               | S   | Rosemere                 | 24  | 20   | 22                        | 17                                   | 17                                   | 1                          | 0  | 0                               | 3  |
| Trinity, Ste-Agathe               | S   | Ste-Agathe               | 182   | 0  | 140                       | 8                                    | 32                                   | 1                          | 0  | 0                               | 0  |
| <b>Deanery Totals</b>             |   |                          | <b>1126</b>                                     | <b>393</b>   | <b>735</b>                | <b>245</b>                           | <b>328</b>                           | <b>11</b>                  | <b>2</b>   | <b>2</b>                        | <b>8</b>   |

Parish Statistics No.1 2015

| Name of Parish/Congregation          | Self Supporting, Aided, or Pastoral Community | Location of Congregation | 1<br>Total<br>Persons on<br>your Parish<br>List | 2<br>Confirmed<br>Anglican on<br>your Parish<br>List | 3<br>Identified<br>Givers | 4<br>Average<br>Weekly<br>Attendance | 5<br>Average<br>Sunday<br>Attendance | 6<br>Number of<br>Baptisms | 7<br>Number of<br>Reaffirmation of<br>Baptismal Vows | 8<br>number of<br>Confirmations | 9<br>Number of Persons<br>Received from other<br>Denominations |
|--------------------------------------|---|--------------------------|---|--|---------------------------|--------------------------------------|--------------------------------------|----------------------------|--|---------------------------------|--|
| <b>Deanery of Pointe-Claire</b>      |   |                          |   |  |                           |                                      |                                      |                            |  |                                 |  |
| St Andrew and St Mark, Dorval        | S   | Dorval                   | 141   | 0  | 159                       | 76                                   | 76                                   | 9                          | 0  | 0                               | 0  |
| St Barnabas, Pierrefonds             | S   | Pierrefonds              | 276   | 254  | 107                       | 12                                   | 95                                   | 1                          | 0  | 4                               | 0  |
| St John the Baptist, Pointe-Claire   | S   | Pointe-Claire            | 162   | 150  | 121                       | 0                                    | 54                                   | 2                          | 0  | 0                               | 0  |
| St Stephen, Lachine                  | S   | Lachine                  | 86  | 71   | 98                        | 16                                   | 42                                   | 2                          | 0  | 5                               | 15   |
| Church of the Resurrection, Valois   | S   | Valois                   | 252   | 0  | 95                        | 60                                   | 52                                   | 2                          | 0  | 0                               | 0  |
| <b>Deanery Totals</b>                |   |                          | <b>917</b>                                      | <b>475</b>   | <b>580</b>                | <b>164.2</b>                         | <b>319</b>                           | <b>16</b>                  | <b>0</b>   | <b>9</b>                        | <b>15</b>  |
| <b>Deanery of Ste-Anne</b>           |   |                          |   |  |                           |                                      |                                      |                            |  |                                 |  |
| Christ Church, Beaufort              | S   | Beaufort                 | 224   | 0  | 70                        | 64                                   | 59                                   | 3                          | 0  | 0                               | 0  |
| St George's, Sainte-Anne-de-Bellevue | S   | Sainte-Anne-de-Bellevue  | 162   | 0  | 120                       | 0                                    | 83                                   | 6                          | 0  | 0                               | 0  |
| St James', Hudson                    | S   | Hudson Heights           | 219   | 0  | 82                        | 21                                   | 60                                   | 2                          | 1  | 7                               | 0  |
| St Mary, Como                        | S   | Como                     | 111   | 0  | 62                        | 0                                    | 25                                   | 2                          | 3  | 0                               | 0  |
| Evergreen Anglican Community         | PC  | St Lazare                | 0   | 0  | 0                         | 0                                    | 0                                    | 0                          | 0  | 0                               | 0  |
| St Mary's, Kirkland                  | S   | Kirkland                 | 170   | 90   | 82                        | 22                                   | 57                                   | 0                          | 0  | 0                               | 0  |
| St Michael and All Angels            | S   | Pierrefonds              | 139   | 171  | 88                        | 76                                   | 113                                  | 5                          | 1  | 2                               | 1  |
| St Mark's, Valleyfield               | S   | Valleyfield              | 27  | 25   | 14                        | 0                                    | 12                                   | 4                          | 0  | 0                               | 0  |
| St John's, Huntington                | S   | Huntington               | 53  | 45   | 73                        | 40                                   | 29                                   | 2                          | 0  | 0                               | 0  |
| St James', Ormstown                  | S   | Ormstown                 | 31  | 29   | 32                        | 0                                    | 7                                    | 0                          | 0  | 0                               | 0  |
| <b>Deanery Totals</b>                |   |                          | <b>1136</b>                                     | <b>360</b>   | <b>623</b>                | <b>223</b>                           | <b>445</b>                           | <b>24</b>                  | <b>5</b>   | <b>9</b>                        | <b>1</b>   |

Parish Statistics No.2 2015

| Name of Congregation               | 10                  | 11  | 12   | 13  | 14                                | 15                                | 16   | 17                                       | 18   |
|------------------------------------|---------------------|---|--|---|-----------------------------------|-----------------------------------|--|--|--|
|                                    | Number of Marriages | Number of Funerals/Memorial Services/Requiem Eucharists/Burials | Percentage of Full-time Individuals Remunerated for Pastoral Work - Ordained | Percentage of Full-time Individuals Remunerated for Pastoral Work - Lay | Total attendance on Christmas Eve | Total attendance on Christmas Day | Total Attendance Easter Day Celebrations, Including Easter Vigil | Total Attendance on the Day of Pentecost | Total Attendance on the Second Sunday in September |
| <b>Deanery of Christ Church</b>    |                     |   |  |   |                                   |                                   |  |  |  |
| Christ Church Cathedral            | 2                   | 5   | 250%   | 25%   | 475                               | 135                               | 680  | 478                                      | 201  |
| <b>Deanery Totals</b>              | <b>2</b>            | <b>5</b>  | <b>250%</b>  | <b>25%</b>  | <b>475</b>                        | <b>135</b>                        | <b>680</b>   | <b>478</b>                               | <b>201</b>   |
| <b>Deanery of Hochelaga</b>        |                     |   |  |   |                                   |                                   |  |  |  |
| St George's, Place du Canada       | 7                   | 8   | 200%   | 250%  | 127                               | 61                                | 186  | 129                                      | 82   |
| St James the Apostle               | 3                   | 1   | 1%   | 0%  | 144                               | 15                                | 198  | 63                                       | 60   |
| St John the Evangelist             | 0                   | 0   | 200%   | 80%   | 102                               | 105                               | 196  | 61                                       | 63   |
| St Mathias, Westmount              | 1                   | 5   | 100%   | 0%  | 193                               | 88                                | 174  | 79                                       | 132  |
| St Margaret of Scotland            | 0                   | 0   | 0%   | 40%   | 19                                | 0                                 | 11   | 10                                       | 9  |
| St Stephen, Westmount              | 1                   | 2   | 50%  | 0%  | 42                                | 0                                 | 30   | 28                                       | 23   |
| Église de la Nativité              | 1                   | 2   | 100%   | 0%  | 125                               | 0                                 | 127  | 108                                      | 95   |
| St Cuthbert/St Hilda/St Luke       | 0                   | 8   | 50%  | 0%  | 30                                | 0                                 | 26   | 60                                       | 11   |
| <b>Deanery Totals</b>              | <b>13</b>           | <b>26</b>   | <b>701%</b>  | <b>370%</b>   | <b>782</b>                        | <b>269</b>                        | <b>948</b>   | <b>538</b>                               | <b>475</b>   |
| <b>Deanery of Western Montreal</b> |                     |   |  |   |                                   |                                   |  |  |  |
| St Paul, Côte-des-Neiges           | 27                  | 14  | 100%   | 150%  | 163                               | 27                                | 385  | 151                                      | 164  |
| St Phillip, Montréal-Ouest         | 3                   | 8   | 100%   | 20%   | 165                               | 23                                | 194  | 53                                       | 67   |
| St Thomas, NDG                     | 1                   | 6   | 100%   | 75%   | 89                                | 35                                | 136  | 90                                       | 83   |
| Trinity Memorial                   | 1                   | 5   | 100%   | 50%   | 104                               | 0                                 | 186  | 77                                       | 72   |
| Church of the Epiphany, Verdun     | 0                   | 7   | 100%   | 0%  | 83                                | 10                                | 75   | 54                                       | 57   |
| St Lawrence, LaSalle               | 0                   | 7   | 100%   | 100%  | 82                                | 0                                 | 176  | 93                                       | 71   |
| St Mark, St-Laurent                | 0                   | 0   | 100%   | 0%  | 79                                | 0                                 | 104  | 50                                       | 52   |
| St Simon and St Bartholomew        | 0                   | 2   | 0%   | 100%  | 45                                | 0                                 | 62   | 24                                       | 24   |
| St Peter, TMR                      | 1                   | 0   | 100%   | 0%  | 92                                | 0                                 | 162  | 101                                      | 73   |
| <b>Deanery Totals</b>              | <b>33</b>           | <b>49</b>   | <b>800%</b>  | <b>495%</b>   | <b>902</b>                        | <b>95</b>                         | <b>1480</b>  | <b>693</b>                               | <b>663</b>   |

Parish Statistics No.2 2015

| Name of Congregation                  | 10                  | 11  | 12   | 13  | 14                                | 15                                | 16   | 17                                       | 18   |
|---------------------------------------|---------------------|---|--|---|-----------------------------------|-----------------------------------|--|--|--|
|                                       | Number of Marriages | Number of Funerals/Memorial Services/Requiem Eucharists/Burials | Percentage of Full-time Individuals Remunerated for Pastoral Work - Ordained | Percentage of Full-time Individuals Remunerated for Pastoral Work - Lay | Total attendance on Christmas Eve | Total attendance on Christmas Day | Total Attendance Easter Day Celebrations, Including Easter Vigil | Total Attendance on the Day of Pentecost | Total Attendance on the Second Sunday in September |
| <b>Deanery of Bedford</b>             |                     |   |  |   |                                   |                                   |  |  |  |
| All Saints, Dunham                    | 2                   | 2   | 40%  | 0%  | 31                                | 0                                 | 36   | 19                                       | 20   |
| Holy Trinity, Frelighsburg            | 0                   | 2   | 30%  | 3%  | 32                                | 0                                 | 25   | 6  | 8  |
| St James the Apostle, Stanbridge East | 0                   | 0   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |
| St James the Less, Pigeon Hill        | 0                   | 0   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |
| St John the Evangelist, Stanbury      | 0                   | 0   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |
| St James', Bedford                    | 1                   | 3   | 25%  | 0%  | 42                                | 0                                 | 34   | 25                                       | 27   |
| St Paul's, Philippsburg               | 0                   | 0   | 15%  | 0%  | 25                                | 0                                 | 17   | 10                                       | 8  |
| St James', Farnham                    | 0                   | 0   | 20%  | 0%  | 24                                | 0                                 | 10   | 9  | 8  |
| St George's, Clarenceville            | 0                   | 0   | 0%   | 0%  | 0                                 | 0                                 | 9  | 0  | 0  |
| St Thomas, Noyan                      | 0                   | 4   | 100%   | 1%  | 31                                | 0                                 | 33   | 0  | 9  |
| Trinity, Nelsonville (Cowansville)    | 0                   | 0   | 50%  | 0%  | 24                                | 0                                 | 22   | 18                                       | 17   |
| <b>Deanery Totals</b>                 | <b>3</b>            | <b>11</b>   | <b>280%</b>  | <b>4%</b>   | <b>209</b>                        | <b>0</b>                          | <b>186</b>   | <b>87</b>                                | <b>97</b>  |
| <b>Deanery of Brome-Shefford</b>      |                     |   |  |   |                                   |                                   |  |  |  |
| Grace Church, Sutton                  | 0                   | 7   | 100%   | 0%  | 120                               | 24                                | 76   | 85                                       | 22   |
| All Saints, Abercorn                  | 0                   | 0   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |
| St George's, Granby                   | 0                   | 4   | 50%  | 0%  | 16                                | 0                                 | 24   | 0  | 0  |
| St Paul's, Abbotsford                 | 0                   | 0   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |
| St. Paul's, Mansonville               | 0                   | 5   | 0%   | 0%  | 23                                | 0                                 | 15   | 8  | 9  |
| St John the Evangelist, Brome         | 1                   | 1   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  | 14   |
| Holy Trinity, Iron Hill               | 1                   | 1   | 25%  | 0%  | 0                                 | 0                                 | 32   | 0  | 0  |
| St Aidan's, Sutton Junction           | 1                   | 0   | 25%  | 0%  | 0                                 | 0                                 | 0  | 12                                       | 0  |
| Ascension, West Brome                 | 2                   | 3   | 25%  | 0%  | 40                                | 0                                 | 0  | 0  | 0  |
| St Luke's, Waterloo                   | 0                   | 0   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |
| St James', Foster                     | 1                   | 1   | 0%   | 0%  | 45                                | 0                                 | 25   | 0  | 14   |
| St Paul's, Knowlton                   | 4                   | 16  | 100%   | 0%  | 280                               | 30                                | 136  | 62                                       | 65   |
| St Patrick's, Bolton Centre           | 0                   | 0   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |
| Holy Trinity, South Bolton            | 0                   | 0   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |
| <b>Deanery Totals</b>                 | <b>10</b>           | <b>38</b>   | <b>325%</b>  | <b>0%</b>   | <b>524</b>                        | <b>54</b>                         | <b>308</b>   | <b>167</b>                               | <b>124</b>   |

Parish Statistics No.2 2015

| Name of Congregation                | 10                  | 11  | 12   | 13  | 14                                | 15                                | 16   | 17                                       | 18   |
|-------------------------------------|---------------------|---|--|---|-----------------------------------|-----------------------------------|--|--|--|
|                                     | Number of Marriages | Number of Funerals/Memorial Services/Requiem Eucharists/Burials | Percentage of Full-time Individuals Remunerated for Pastoral Work - Ordained | Percentage of Full-time Individuals Remunerated for Pastoral Work - Lay | Total attendance on Christmas Eve | Total attendance on Christmas Day | Total Attendance Easter Day Celebrations, Including Easter Vigil | Total Attendance on the Day of Pentecost | Total Attendance on the Second Sunday in September |
| <b>Deanery of South Shore</b>       |                     |   |  |   |                                   |                                   |  |  |  |
| St Luke's, Hemmingford              | 0                   | 4   | 0%   | 0%  | 0                                 | 0                                 | 29   | 14                                       | 10   |
| St Matthew's, Edwardstown           | 0                   | 0   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |
| Trinity, Havelock                   | 0                   | 0   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |
| St George's, Châteauguay            | 2                   | 8   | 100%   | 50%   | 132                               | 0                                 | 129  | 61                                       | 56   |
| Christ Church, Sorel                | 1                   | 0   | 0%   | 0%  | 24                                | 0                                 | 47   | 0  | 14   |
| St Francis, Odanak                  | 0                   | 1   | 0%   | 0%  | 10                                | 0                                 | 0  | 8  | 4  |
| St Barnabas, Saint-Lambert          | 3                   | 5   | 100%   | 0%  | 249                               | 0                                 | 107  | 65                                       | 64   |
| St Joseph of Nazareth, Brossard     | 0                   | 3   | 79%  | 0%  | 18                                | 3                                 | 59   | 29                                       | 40   |
| St Margaret's, St-Hubert            | 0                   | 4   | 42%  | 0%  | 44                                | 0                                 | 41   | 22                                       | 55   |
| St Mark's, Longueuil                | 0                   | 0   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |
| St Paul's, Greenfield Park          | 4                   | 19  | 79%  | 0%  | 114                               | 4                                 | 110  | 68                                       | 57   |
| St Stephen's with St James, Chambly | 2                   | 3   | 99%  | 1%  | 84                                | 0                                 | 64   | 35                                       | 31   |
| Grace Church, L'Acadie              | 0                   | 0   | 100%   | 0%  | 0                                 | 0                                 | 0  | 7  | 12   |
| Trinity, St-Bruno                   | 0                   | 0   | 50%  | 0%  | 66                                | 0                                 | 26   | 26                                       | 24   |
| St Martin's House, Otterburn Park   | 0                   | 0   | 0%   | 0%  | 7                                 | 0                                 | 6  | 0  | 0  |
| St Thomas, Rougemont                | 0                   | 1   | 25%  | 0%  | 22                                | 0                                 | 16   | 0  | 0  |
| <b>Deanery Totals</b>               | <b>12</b>           | <b>48</b>   | <b>674%</b>  | <b>51%</b>  | <b>770</b>                        | <b>7</b>                          | <b>634</b>   | <b>335</b>                               | <b>367</b>   |

Parish Statistics No.2 2015

| Name of Congregation              | 10                  | 11  | 12   | 13  | 14                                | 15                                | 16   | 17                                       | 18   |
|-----------------------------------|---------------------|---|--|---|-----------------------------------|-----------------------------------|--|--|--|
|                                   | Number of Marriages | Number of Funerals/Memorial Services/Requiem Eucharists/Burials | Percentage of Full-time Individuals Remunerated for Pastoral Work - Ordained | Percentage of Full-time Individuals Remunerated for Pastoral Work - Lay | Total attendance on Christmas Eve | Total attendance on Christmas Day | Total Attendance Easter Day Celebrations, Including Easter Vigil | Total Attendance on the Day of Pentecost | Total Attendance on the Second Sunday in September |
| <b>Deanery of the Laurentians</b> |                     |   |  |   |                                   |                                   |  |  |  |
| Christ Church, Rawdon             | 1                   | 13  | 100%   | 4%  | 58                                | 7                                 | 69   | 38                                       | 44   |
| Parish of Mascouche               | 1                   | 10  | 0%   | 0%  | 16                                | 0                                 | 12   | 6  | 8  |
| Grace Church, Arundel             | 0                   | 7   | 0%   | 0%  | 38                                | 0                                 | 68   | 25                                       | 26   |
| St Francis, Saint-Sauveur         | 2                   | 5   | 0%   | 0%  | 52                                | 0                                 | 32   | 17                                       | 19   |
| Trinity Church, Morin Heights     | 1                   | 2   | 13%  | 0%  | 42                                | 0                                 | 46   | 19                                       | 24   |
| St John the Baptist, Kilkenny     | 0                   | 3   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  |  |
| St Matthew's, Grenville           | 0                   | 0   | 100%   | 0%  | 60                                | 0                                 | 23   | 22                                       | 0  |
| Holy Trinity, Calumet             | 0                   | 1   | 0%   | 0%  | 45                                | 0                                 | 0  | 22                                       | 11   |
| Christ Church, Montebello         | 0                   | 0   | 100%   | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |
| St Simeon's, Lachute              | 1                   | 4   | 20%  | 0%  | 98                                | 0                                 | 69   | 26                                       | 44   |
| St Paul's, Dunany                 | 0                   | 3   | 0%   | 0%  | 75                                | 0                                 | 15   | 0  | 0  |
| Holy Trinity, Lakefield           | 0                   | 1   | 10%  | 0%  | 126                               | 0                                 | 9  | 19                                       | 13   |
| Christ Church, Mille Isles        | 0                   | 1   | 0%   | 0%  | 25                                | 0                                 | 0  | 0  | 15   |
| St Aidan's, Louisa                | 0                   | 5   | 0%   | 0%  | 68                                | 0                                 | 0  | 0  | 0  |
| All Saints, Deux-Montagnes        | 0                   | 0   | 50%  | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |
| St James', Rosemere               | 1                   | 2   | 50%  | 0%  | 15                                | 0                                 | 30   | 20                                       | 14   |
| Trinity, Ste-Agathe               | 2                   | 12  | 32%  | 0%  | 176                               | 0                                 | 81   | 38                                       | 35   |
| <b>Deanery Totals</b>             | <b>9</b>            | <b>69</b>   | <b>475%</b>  | <b>4%</b>   | <b>894</b>                        | <b>7</b>                          | <b>454</b>   | <b>252</b>                               | <b>253</b>   |



| Parish Statistics No.2 2015          |  | 10                  | 11  | 12   | 13  | 14                                | 15                                | 16   | 17                                       | 18   |  |
|--------------------------------------|--|---------------------|---|--|---|-----------------------------------|-----------------------------------|--|--|--|--|
| Name of Congregation                 |  | Number of Marriages | Number of Funerals/Memorial Services/Requiem Eucharists/Burials | Percentage of Full-time Individuals Remunerated for Pastoral Work - Ordained | Percentage of Full-time Individuals Remunerated for Pastoral Work - Lay | Total attendance on Christmas Eve | Total attendance on Christmas Day | Total Attendance Easter Day Celebrations, Including Easter Vigil | Total Attendance on the Day of Pentecost | Total Attendance on the Second Sunday in September |  |
| <b>Deanery of Pointe-Claire</b>      |  |                     |   |  |   |                                   |                                   |  |  |  |  |
| St Andrew and St Mark, Dorval        |  | 5                   | 11  | 100%   | 75%   | 176                               | 0                                 | 176  | 83                                       | 68   |  |
| St Barnabas, Pierrefonds             |  | 0                   | 4   | 100%   | 1%  | 204                               | 24                                | 204  | 142                                      | 94   |  |
| St John the Baptist, Pointe-Claire   |  | 0                   | 3   | 0%   | 75%   | 137                               | 21                                | 109  | 46                                       | 42   |  |
| St Stephen, Lachine                  |  | 1                   | 9   | 50%  | 50%   | 73                                | 20                                | 61   | 30                                       | 34   |  |
| Church of the Resurrection, Valois   |  | 0                   | 3   | 100%   | 0%  | 121                               | 11                                | 113  | 64                                       | 49   |  |
| <b>Deanery Totals</b>                |  | <b>6</b>            | <b>30</b>   | <b>350%</b>  | <b>201%</b>   | <b>711</b>                        | <b>76</b>                         | <b>663</b>   | <b>365</b>                               | <b>287</b>   |  |
| <b>Deanery of Ste-Anne</b>           |  |                     |   |  |   |                                   |                                   |  |  |  |  |
| Christ Church, Beaufort              |  | 2                   | 1   | 100%   | 50%   | 134                               | 0                                 | 147  | 60                                       | 48   |  |
| St George's, Sainte-Anne-de-Bellevue |  | 7                   | 6   | 100%   | 0%  | 251                               | 10                                | 126  | 70                                       | 84   |  |
| St James', Hudson                    |  | 1                   | 24  | 100%   | 0%  | 75                                | 0                                 | 137  | 62                                       | 65   |  |
| St Mary, Como                        |  | 0                   | 0   | 82%  | 19%   | 0                                 | 61                                | 52   | 35                                       | 21   |  |
| Evergreen Anglican Community         |  | 0                   | 0   | 0%   | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |  |
| St Mary's, Kirkland                  |  | 1                   | 1   | 100%   | 0%  | 90                                | 16                                | 120  | 59                                       | 77   |  |
| St Michael and All Angels            |  | 0                   | 3   | 100%   | 2%  | 170                               | 0                                 | 154  | 151                                      | 61   |  |
| St Mark's, Valleyfield               |  | 2                   | 1   | 0%   | 0%  | 0                                 | 0                                 | 12   | 14                                       | 13   |  |
| St John's, Huntington                |  | 2                   | 9   | 20%  | 3%  | 40                                | 0                                 | 29   | 16                                       | 23   |  |
| St James', Ormstown                  |  | 0                   | 0   | 50%  | 0%  | 0                                 | 0                                 | 0  | 0  | 0  |  |
| <b>Deanery Totals</b>                |  | <b>15</b>           | <b>45</b>   | <b>652%</b>  | <b>74%</b>  | <b>760</b>                        | <b>87</b>                         | <b>777</b>   | <b>467</b>                               | <b>392</b>   |  |

| No. 3 Congregational Revenues (Regular and Extraordinary) for the Year 2015 |                                |                            |                                   |                   |                |                                  |                          |  |                                    |                       |  |
|---|--------------------------------|----------------------------|-----------------------------------|-------------------|----------------|----------------------------------|--------------------------|--|------------------------------------|-----------------------|--|
| Church #  | Name of Congregation           | 26<br>Committed<br>Givings | 25-27<br>Total Givings<br>(25-27) | 28                | 29             | 30                               | 31                       | 32                                       | 49                                 | 50                    | 51   |
|   |                                |                            |                                   | Investment Income | Rental Income  | Income from all<br>Other Sources | Total Revenue<br>(28-31) | Gain (loss) on<br>sale of<br>investments | Gain (loss) on<br>sale of property | Extraordinary Revenue | Total Givings as<br>Percentage of<br>Total Revenue |
| <b>Deanery of Christ Church</b>   |                                |                            |                                   |                   |                |                                  |                          |  |                                    |                       |  |
| 90  | Christ Church Cathedral        | 157,528                    | 205,238                           | 144,543           | 408,570        | 37,786                           | 796,137                  | 0  | 0                                  | 0                     | 26%  |
| <b>Deanery Totals</b>   |                                | <b>157,528</b>             | <b>205,238</b>                    | <b>144,543</b>    | <b>408,570</b> | <b>37,786</b>                    | <b>796,137</b>           | <b>0</b>                                 | <b>0</b>                           | <b>0</b>              | <b>26%</b>   |
| <b>Deanery of Hochelaga</b>   |                                |                            |                                   |                   |                |                                  |                          |  |                                    |                       |  |
| 640   | St George's, Place du Canada   | 91,394                     | 124,119                           | 84,912            | 63,959         | 10,000                           | 282,990                  | -242,091                                 | 0                                  | 0                     | 44%  |
| 670   | St James the Apostle           | 96,783                     | 100,441                           | 2,896             | 59,609         | 33,722                           | 196,668                  | 24,880                                   | 0                                  | 45,683                | 51%  |
| 690   | St John the Evangelist         | 98,946                     | 107,033                           | 28,609            | 64,388         | 6,586                            | 206,616                  | 41,155                                   | 0                                  | 20,000                | 52%  |
| 750   | St Matthias, Westmount         | 145,855                    | 150,866                           | 16,720            | 73,784         | 93,318                           | 334,688                  | 0  | 0                                  | 2,283                 | 45%  |
| 730   | St Margaret of Scotland        | 7,696                      | 8,047                             | 0                 | 0              | 4,514                            | 12,561                   | 24,048                                   | 0                                  | 0                     | 64%  |
| 770   | St Stephen, Westmount          | 47,745                     | 54,820                            | 0                 | 55,560         | 1,023                            | 111,403                  | 0  | 0                                  | 0                     | 49%  |
| 650   | Église de la Nativité          | 31,188                     | 38,132                            | 1,009             | 15,815         | 9,219                            | 64,175                   | 0  | 0                                  | 0                     | 59%  |
| 620   | St Cuthbert/St Hilda/St Luke   | 22,400                     | 28,975                            | 20,958            | 12,620         | 6,336                            | 68,889                   | 20,959                                   | 0                                  | 4,217                 | 42%  |
| <b>Deanery Totals</b>   |                                | <b>542,007</b>             | <b>612,433</b>                    | <b>155,104</b>    | <b>345,735</b> | <b>164,718</b>                   | <b>1,277,990</b>         | <b>-131,049</b>                          | <b>0</b>                           | <b>72,183</b>         | <b>48%</b>   |
| <b>Deanery of Western Montreal</b>  |                                |                            |                                   |                   |                |                                  |                          |  |                                    |                       |  |
| 230   | St Paul, Côte-des-Neiges       | 132,018                    | 149,478                           | 16,422            | 11,465         | 8,252                            | 185,617                  | 0  | 0                                  | 0                     | 81%  |
| 450   | St Philip, Montréal-Ouest      | 140,113                    | 146,102                           | 254               | 55,298         | 24,977                           | 226,631                  | 0  | 0                                  | 4,000                 | 64%  |
| 780   | St Thomas, NDG                 | 99,550                     | 103,447                           | 9,025             | 25,820         | 12,109                           | 150,401                  | 0  | 0                                  | 1,000                 | 69%  |
| 830   | Trinity Memorial               | 49,078                     | 73,332                            | 8,051             | 84,459         | 25,195                           | 191,037                  | 0  | 0                                  | 0                     | 38%  |
| 601   | Church of the Epiphany, Verdun | 58,389                     | 60,054                            | 25,864            | 22,415         | 24,099                           | 132,432                  | 0  | 0                                  | 0                     | 45%  |
| 400   | St Lawrence, LaSalle           | 73,146                     | 77,347                            | 1,944             | 5,225          | 19,202                           | 103,718                  | 0  | 0                                  | 740                   | 75%  |
| 720   | St Mark, St-Laurent            | 52,925                     | 54,758                            | 19,842            | 30,050         | 10,867                           | 115,517                  | 0  | 0                                  | 150,000               | 47%  |
| 221   | St Simon and St Bartholomew    | 22,170                     | 24,270                            | 14,882            | 15,685         | 4,948                            | 59,785                   | 0  | 0                                  | 0                     | 41%  |
| 460   | St Peter, TMR                  | 116,438                    | 128,568                           | 4,404             | 81,013         | 1,746                            | 215,731                  | 0  | 0                                  | 100                   | 60%  |
| <b>Deanery Totals</b>   |                                | <b>743,827</b>             | <b>817,356</b>                    | <b>100,688</b>    | <b>331,430</b> | <b>131,395</b>                   | <b>1,380,868</b>         | <b>0</b>                                 | <b>0</b>                           | <b>155,840</b>        | <b>59%</b>   |

| No. 3 Congregational Revenues (Regular and Extraordinary) for the Year 2015 |                                       |                   |                       |                   |               |                               |                       |                                    |                                 |                   |  |
|---|---------------------------------------|-------------------|-----------------------|-------------------|---------------|-------------------------------|-----------------------|------------------------------------|---------------------------------|-------------------|--|
| Church #  | Name of Congregation                  | 26                | 28                    | 29                | 30            | 31                            | 32                    | 49                                 | 50                              | 51                |  |
|   |                                       | Committed Givings | Total Givings (25-27) | Investment Income | Rental Income | Income from all Other Sources | Total Revenue (28-31) | Gain (loss) on sale of investments | Gain (loss) on sale of property | Bequests Legacies | Total Givings as Percentage of Total Revenue |
| <b>Deanery of Bedford</b>   |                                       |                   |                       |                   |               |                               |                       |                                    |                                 |                   |  |
| 271   | All Saints, Dunham                    | 0                 | 0                     | 0                 | 0             | 0                             | 0                     | 0                                  | 0                               | 0                 | 0%   |
| 272   | Holy Trinity, Freightsburg            | 4,725             | 8,930                 | 1,132             | 0             | 2,970                         | 13,032                | 0                                  | 0                               | 0                 | 69%  |
| 801   | St James the Apostle, Stanbridge East | 11,978            | 12,828                | 31,419            | 8,789         | 4,679                         | 57,715                | 0                                  | 0                               | 2,905             | 22%  |
| 802   | St James the Less, Pigeon Hill        | 0                 | 0                     | 0                 | 0             | 0                             | 0                     | 0                                  | 0                               | 0                 | 0%   |
| 803   | St John the Evangelist, Stanbury      | 0                 | 0                     | 0                 | 0             | 0                             | 0                     | 0                                  | 0                               | 0                 | 0%   |
| 171   | St James', Bedford                    | 26,923            | 33,904                | 0                 | 4,159         | 12,698                        | 50,761                | 0                                  | 0                               | 0                 | 67%  |
| 172   | St Paul's, Philipsburg                | 16,665            | 18,358                | 1,632             | 0             | 0                             | 19,990                | 0                                  | 0                               | 0                 | 92%  |
| 281   | St James', Farnham                    | 4,854             | 5,619                 | 3,609             | 0             | 287                           | 9,514                 | 0                                  | 0                               | 0                 | 59%  |
| 334   | St George's, Clarenceville            | 1,490             | 2,190                 | 0                 | 0             | 21                            | 2,211                 | 0                                  | 0                               | 0                 | 99%  |
| 335   | St Thomas, Noyan                      | 5,172             | 7,133                 | 1,065             | 0             | 0                             | 8,198                 | 0                                  | 0                               | 0                 | 87%  |
| 240   | Trinity, Nelsonville (Cowansville)    | 11,961            | 15,689                | 23,950            | 4,795         | 5,421                         | 49,855                | 0                                  | 0                               | 0                 | 31%  |
| <b>Deanery Totals</b>   |                                       | <b>83,768</b>     | <b>104,651</b>        | <b>62,807</b>     | <b>17,743</b> | <b>26,075</b>                 | <b>211,276</b>        | <b>0</b>                           | <b>0</b>                        | <b>2,905</b>      | <b>50%</b>                                   |
| <b>Deanery of Brome-Shefford</b>  |                                       |                   |                       |                   |               |                               |                       |                                    |                                 |                   |  |
| 811   | Grace Church, Sutton                  | 30,547            | 38,024                | 12,072            | 22,165        | 6,906                         | 79,167                | 0                                  | 0                               | 0                 | 48%  |
| 812   | All Saints, Abercorn                  | 0                 | 316                   | 552               | 0             | 0                             | 868                   | 0                                  | 0                               | 0                 | 36%  |
| 301   | St George's, Granby                   | 7,848             | 24,737                | 10,440            | 11,785        | 19,940                        | 66,901                | 0                                  | 0                               | 0                 | 37%  |
| 303   | St Paul's, Abbotstford                | 0                 | 0                     | 0                 | 0             | 0                             | 0                     | 0                                  | 0                               | 0                 | 0%   |
| 71  | St. Paul's, Mansonville               | 5,487             | 7,102                 | 529               | 1,550         | 10,588                        | 19,769                | 0                                  | 0                               | 0                 | 36%  |
| 181   | St John the Evangelist, Brome         | 4,745             | 6,404                 | 4,076             | 4,745         | 6,611                         | 21,836                | 0                                  | 0                               | 0                 | 29%  |
| 182   | Holy Trinity, Iron Hill               | 3,453             | 6,633                 | 528               | 200           | 9,392                         | 16,753                | 0                                  | 0                               | 0                 | 40%  |
| 184   | St Aidan's, Sutton Junction           | 4,533             | 5,388                 | 371               | 0             | 0                             | 5,759                 | 0                                  | 0                               | 0                 | 94%  |
| 183   | Ascension, West Brome                 | 8,994             | 13,443                | 245               | 0             | 4,828                         | 18,516                | 0                                  | 0                               | 0                 | 73%  |
| 881   | St Luke's, Waterloo                   | 10,191            | 17,046                | 1,129             | 4,575         | 13,637                        | 36,387                | 0                                  | 0                               | 0                 | 47%  |
| 884   | St James', Foster                     | 0                 | 1,435                 | 2,843             | 0             | 5,125                         | 9,403                 | 15,820                             | 0                               | 0                 | 15%  |
| 350   | St Paul's, Knowlton                   | 135,279           | 151,831               | 3,424             | 185           | 35,721                        | 191,161               | 0                                  | 0                               | 0                 | 79%  |
| 73  | St Patrick's, Bolton Centre           | 0                 | 0                     | 0                 | 0             | 0                             | 0                     | 0                                  | 0                               | 0                 | 0%   |
| 72  | Holy Trinity, South Bolton            | 0                 | 0                     | 0                 | 0             | 0                             | 0                     | 0                                  | 0                               | 0                 | 0%   |
| <b>Deanery Totals</b>   |                                       | <b>211,077</b>    | <b>272,359</b>        | <b>36,209</b>     | <b>45,205</b> | <b>112,747</b>                | <b>466,521</b>        | <b>15,820</b>                      | <b>0</b>                        | <b>0</b>          | <b>58%</b>                                   |

| No. 3 Congregational Revenues (Regular and Extraordinary) for the Year 2015 |                                     |                            |                                |                         |                     |  |                                |  |  |                            |  |
|---|-------------------------------------|----------------------------|--------------------------------|-------------------------|---------------------|--|--------------------------------|--|--|----------------------------|--|
| Church #  | Name of Congregation                | 26<br>Committed<br>Givings | 28<br>Total Givings<br>(25-27) | 29<br>Investment Income | 30<br>Rental Income | 31<br>Income from all<br>Other Sources | 32<br>Total Revenue<br>(28-31) | 49<br>Gain (loss) on<br>sale of<br>investments | 50<br>Gain (loss) on<br>sale of property | 51<br>Bequests<br>Legacies | Total Givings as<br>Percentage of<br>Total Revenue |
| Extraordinary Revenue   |                                     |                            |                                |                         |                     |  |                                |  |  |                            |  |
| <b>Deanery of South Shore</b>   |                                     |                            |                                |                         |                     |  |                                |  |  |                            |  |
| 331   | St Luke's, Hemmingford              | 13,341                     | 14,029                         | 9,031                   | 4,370               | 0                                      | 27,430                         | 0  | 0  | 0                          | 51%  |
| 333   | St Matthew's, Edwardstown           | 0                          | 0                              | 0                       | 0                   | 0                                      | 0                              | 0  | 0  | 0                          | 0%   |
| 332   | Trinity, Havelock                   | 0                          | 0                              | 0                       | 0                   | 0                                      | 0                              | 0  | 0  | 0                          | 0%   |
| 210   | St George's, Chateauguay            | 73,261                     | 76,747                         | 11,744                  | 0                   | 1,678                                  | 90,169                         | 0  | 0  | 0                          | 85%  |
| 791   | Christ Church, Sorel                | 150                        | 150                            | 1,152                   | 0                   | 0                                      | 1,302                          | 0  | 0  | 0                          | 12%  |
| 792   | St Francis, Odanak                  | 0                          | 2,315                          | 0                       | 2,220               | 0                                      | 4,535                          | 0  | 0  | 0                          | 51%  |
| 710   | St Barnabas, Saint-Lambert          | 90,120                     | 93,197                         | 7,723                   | 6,846               | 9,145                                  | 116,911                        | 0  | 0  | 0                          | 80%  |
| 80  | St Joseph of Nazareth, Brossard     | 72,849                     | 74,726                         | 0                       | 5,265               | 4,212                                  | 84,203                         | 0  | 0  | 0                          | 89%  |
| 660   | St Margaret's, St-Hubert            | 36,002                     | 38,188                         | 0                       | 14,960              | 9,809                                  | 62,957                         | 0  | 0  | 0                          | 61%  |
| 410   | St Mark's, Longueuil                | 0                          | 0                              | 0                       | 0                   | 0                                      | 0                              | 0  | 0  | 0                          | 0%   |
| 310   | St Paul's, Greenfield Park          | 78,418                     | 101,997                        | 0                       | 9,182               | 24,749                                 | 135,928                        | 0  | 0  | 0                          | 75%  |
| 200   | St Stephen's with St James, Chambly | 18,801                     | 25,656                         | 40,898                  | 43,235              | 6,546                                  | 116,335                        | 0  | 0  | 19,108                     | 22%  |
| 703   | Grace Church, L'Acadie              | 0                          | 880                            | 42                      | 0                   | 0                                      | 922                            | 0  | 0  | 0                          | 95%  |
| 590   | Trinity, St-Bruno                   | 30,081                     | 31,906                         | 11,753                  | 0                   | 4,120                                  | 47,779                         | 0  | 0  | 0                          | 67%  |
| 481   | St Martin's House, Otterburn Park   | 2,417                      | 2,596                          | 4,426                   | 1,800               | 76                                     | 8,898                          | 0  | 0  | 0                          | 29%  |
| 482   | St Thomas, Rougemont                | 3,949                      | 10,609                         | 2,979                   | 1,600               | 596                                    | 15,784                         | 0  | 0  | 0                          | 67%  |
| <b>Deanery Totals</b>   |                                     | <b>419,389</b>             | <b>472,996</b>                 | <b>89,748</b>           | <b>89,478</b>       | <b>60,931</b>                          | <b>713,153</b>                 | <b>0</b>                                       | <b>0</b>                                 | <b>19,108</b>              | <b>66%</b>   |

| No. 3 Congregational Revenues (Regular and Extraordinary) for the Year 2015 |                               |                            |                                |                         |                     |  |                                |  |  |                            |  |
|---|-------------------------------|----------------------------|--------------------------------|-------------------------|---------------------|--|--------------------------------|--|--|----------------------------|--|
| Church #  | Name of Congregation          | 26<br>Committed<br>Givings | 28<br>Total Givings<br>(25-27) | 29<br>Investment Income | 30<br>Rental Income | 31<br>Income from all<br>Other Sources | 32<br>Total Revenue<br>(28-31) | 49<br>Gain (loss) on<br>sale of<br>investments | 50<br>Gain (loss) on<br>sale of property | 51<br>Bequests<br>Legacies | Total Givings as<br>Percentage of<br>Total Revenue |
| Extraordinary Revenue   |                               |                            |                                |                         |                     |  |                                |  |  |                            |  |
| <b>Deanery of the Laurentians</b>   |                               |                            |                                |                         |                     |  |                                |  |  |                            |  |
| 500   | Christ Church, Rawdon         | 51,412                     | 71,478                         | 22,332                  | 7,125               | 16,561                                 | 117,496                        | 0  | 0  | 0                          | 61%  |
| 421   | Parish of Mascouche           | 6,554                      | 22,889                         | 11,362                  | 1,350               | 9,403                                  | 45,003                         | 0  | 0  | 0                          | 51%  |
| 131   | Grace Church, Arundel         | 41,132                     | 48,817                         | 1,347                   | 5,400               | 0                                      | 55,564                         | 0  | 0  | 5,665                      | 88%  |
| 432   | St Francis, Saint-Sauveur     | 10,352                     | 51,607                         | 0                       | 8,173               | 11,708                                 | 71,488                         | 0  | 83,334                                   | 0                          | 72%  |
| 431   | Trinity Church, Morin Heights | 24,461                     | 27,864                         | 7,149                   | 1,375               | 6,524                                  | 42,912                         | 0  | 0  | 0                          | 65%  |
| 472   | St John the Baptist, Kilkenny | 0                          | 2,786                          | 0                       | 0                   | 0                                      | 2,786                          | 0  | 0  | 0                          | 100%   |
| 321   | St Matthew's, Grenville       | 8,330                      | 10,307                         | 8,047                   | 0                   | 14,308                                 | 32,662                         | 0  | 0  | 0                          | 32%  |
| 322   | Holy Trinity, Calumet         | 6,785                      | 7,125                          | 2,719                   | 0                   | 4,218                                  | 14,062                         | 0  | 0  | 0                          | 51%  |
| 323   | Christ Church, Montebello     | 0                          | 0                              | 8,715                   | 0                   | 1                                      | 8,716                          | 0  | 0  | 0                          | 0%   |
| 371   | St Simeon's, Lachute          | 29,028                     | 34,945                         | 23,494                  | 0                   | 8,583                                  | 67,022                         | 0  | 0  | 5,000                      | 52%  |
| 373   | St Paul's, Dunany             | 7,770                      | 13,667                         | 3,065                   | 0                   | 0                                      | 16,732                         | 0  | 0  | 0                          | 82%  |
| 381   | Holy Trinity, Lakefield       | 4,628                      | 8,239                          | 2,246                   | 625                 | 8,754                                  | 19,864                         | 0  | 0  | 0                          | 41%  |
| 383   | Christ Church, Mille Isles    | 0                          | 2,746                          | 120                     | 0                   | 0                                      | 2,866                          | 0  | 0  | 0                          | 96%  |
| 384   | St Aidan's, Louisa            | 7,782                      | 9,366                          | 578                     | 0                   | 0                                      | 9,944                          | 0  | 0  | 0                          | 94%  |
| 840   | All Saints, Deux-Montagnes    | 13,178                     | 14,674                         | 0                       | 16,305              | 10,353                                 | 41,332                         | 0  | 0  | 0                          | 36%  |
| 530   | St James', Rosemere           | 14,277                     | 17,758                         | 0                       | 22,835              | 3,068                                  | 43,661                         | 0  | 0  | 0                          | 41%  |
| 560   | Trinity, Ste-Agathe           | 2,510                      | 82,341                         | 3,764                   | 8,999               | 8,100                                  | 103,204                        | 0  | 0  | 0                          | 80%  |
| <b>Deanery Totals</b>   |                               | <b>228,199</b>             | <b>426,609</b>                 | <b>94,937</b>           | <b>72,187</b>       | <b>101,581</b>                         | <b>695,313</b>                 | <b>0</b>                                       | <b>83,334</b>                            | <b>10,665</b>              | <b>61%</b>   |

| No. 3 Congregational Revenues (Regular and Extraordinary) for the Year 2015 |                                      |                            |                                |                         |                     |  |                                |  |  |                            |  |
|---|--------------------------------------|----------------------------|--------------------------------|-------------------------|---------------------|--|--------------------------------|--|--|----------------------------|--|
| Church #  | Name of Congregation                 | 26<br>Committed<br>Givings | 28<br>Total Givings<br>(25-27) | 29<br>Investment Income | 30<br>Rental Income | 31<br>Income from all<br>Other Sources | 32<br>Total Revenue<br>(28-31) | 49<br>Gain (loss) on<br>sale of<br>investments | 50<br>Gain (loss) on<br>sale of property | 51<br>Bequests<br>Legacies | Total Givings as<br>Percentage of<br>Total Revenue |
| <b>Deanery of Pointe-Claire</b>   |                                      |                            |                                |                         |                     |  |                                |  |  |                            |  |
| 260   | St Andrew and St Mark, Dorval        | 120,733                    | 123,120                        | 2,396                   | 46,822              | 12,697                                 | 185,035                        | 0  | 0  | 5,000                      | 67%  |
| 550   | St Barnabas, Pierrefonds             | 113,687                    | 126,035                        | 4,497                   | 51,829              | 2,290                                  | 184,651                        | 0  | 0  | 0                          | 68%  |
| 490   | St John the Baptist, Pointe-Claire   | 62,075                     | 67,462                         | 10,161                  | 44,790              | 13,138                                 | 135,551                        | 6,054  | 0  | 0                          | 50%  |
| 361   | St Stephen, Lachine                  | 33,351                     | 37,168                         | 35,571                  | 0                   | 356                                    | 73,095                         | 0  | 0  | 0                          | 51%  |
| 860   | Church of the Resurrection, Valois   | 57,374                     | 62,446                         | 11,990                  | 12,164              | 14,967                                 | 101,567                        | 21,295   | 0  | 0                          | 61%  |
| <b>Deanery Totals</b>   |                                      | <b>387,220</b>             | <b>416,231</b>                 | <b>64,615</b>           | <b>155,605</b>      | <b>43,448</b>                          | <b>679,900</b>                 | <b>27,349</b>                                  | <b>0</b>                                 | <b>5,000</b>               | <b>61%</b>   |
| <b>Deanery of Ste-Anne</b>  |                                      |                            |                                |                         |                     |  |                                |  |  |                            |  |
| 160   | Christ Church, Beaurepaire           | 0                          | 144,864                        | 0                       | 13,032              | 26,038                                 | 183,934                        | 0  | 0  | 0                          | 79%  |
| 580   | St George's, Sainte-Anne-de-Bellevue | 150,682                    | 155,813                        | 2,314                   | 6,407               | 11,852                                 | 176,387                        | 0  | 0  | 0                          | 88%  |
| 871   | St James', Hudson                    | 68,579                     | 84,196                         | 24,770                  | 31,242              | 31,412                                 | 171,620                        | 0  | 0  | 6,173                      | 49%  |
| 872   | St Mary, Como                        | 32,645                     | 54,128                         | 6,768                   | 9,037               | 8,262                                  | 78,195                         | 0  | 0  | 5,000                      | 69%  |
| 873   | Evergreen Anglican Community         | 0                          | 0                              | 0                       | 0                   | 0                                      | 0                              | 0  | 0  | 0                          | 0%   |
| 150   | St Mary's, Kirkland                  | 115,864                    | 117,531                        | 3,200                   | 16,800              | 12,811                                 | 150,342                        | 0  | 0  | 0                          | 78%  |
| 820   | St Michael and All Angels            | 130,773                    | 134,501                        | 0                       | 35,658              | 14,443                                 | 184,601                        | 0  | 0  | 0                          | 73%  |
| 850   | St Mark's, Valleyfield               | 5,239                      | 5,483                          | 0                       | 16,530              | 2,386                                  | 24,399                         | 0  | 0  | 0                          | 22%  |
| 341   | St John's, Huntington                | 17,408                     | 23,738                         | 201                     | 3,050               | 7,513                                  | 34,502                         | 0  | 0  | 0                          | 69%  |
| 342   | St James', Ormstown                  | 2,450                      | 7,110                          | 1,437                   | 0                   | 1,894                                  | 10,441                         | 0  | 0  | 0                          | 68%  |
| <b>Deanery Totals</b>   |                                      | <b>523,640</b>             | <b>727,364</b>                 | <b>38,690</b>           | <b>131,756</b>      | <b>116,612</b>                         | <b>1,014,421</b>               | <b>0</b>                                       | <b>0</b>                                 | <b>11,173</b>              | <b>72%</b>   |

| No. 4 Congregational Expenditures for the Year 2015 |  |                 |                    |                       |                                   |                    |                  |   |  |              |                     |                    |                  |
|---|--|-----------------|--------------------|-----------------------|-----------------------------------|--------------------|------------------|---|--|--------------|---------------------|--------------------|------------------|
| Name of Congregation                                | Pastoral Workers Ministry-Related Expenses |                 |                    |                       |                                   |                    |                  |   |  |              |                     |                    |                  |
|   | 24a  | 24b             | 33                 | 34                    | 36                                | 35 & 37            | 38               | 39  | 40   | 41           | 42                  | 43                 | 44               |
|   | % full-time ordained                       | % full-time lay | Stipend for Rector | Stipend for Assistant | Salaries for Lay Pastoral Workers | Pension & Benefits | Rectory Expenses | All Other Expenses re Paid Ministry Personnel | Operation & Maintenance of Church and Hall | Interest     | Diocesan Assessment | All Other Expenses | Total Expenses   |
| <b>Deanery of Christ Church</b>                     |  |                 |                    |                       |                                   |                    |                  |   |  |              |                     |                    |                  |
| Christ Church Cathedral                             | 250%                                       | 25%             | 61,742             | 43,151                | 162,673                           | 70,050             | 0                | 75,395  | 186,938                                    | 0            | 102,491             | 75,389             | 777,829          |
| <b>Deanery Totals</b>                               | <b>250%</b>                                | <b>25%</b>      | <b>61,742</b>      | <b>43,151</b>         | <b>162,673</b>                    | <b>70,050</b>      | <b>0</b>         | <b>75,395</b>                                 | <b>186,938</b>                             | <b>0</b>     | <b>102,491</b>      | <b>75,389</b>      | <b>777,829</b>   |
| <b>Deanery of Hochelaga</b>                         |  |                 |                    |                       |                                   |                    |                  |   |  |              |                     |                    |                  |
| St George's, Place du Canada                        | 200%                                       | 250%            | 28,881             | 20,860                | 60,114                            | 29,372             | 0                | 31,980  | 119,696                                    | 0            | 44,755              | 84,969             | 420,627          |
| St James the Apostle                                | 1%   | 0%              | 50,252             | 0                     | 81,651                            | 35,913             | 0                | 22,800  | 107,329                                    | 0            | 25,646              | 42,177             | 365,768          |
| St John the Evangelist                              | 200%                                       | 80%             | 49,475             | 8,855                 | 31,766                            | 24,484             | 0                | 21,200  | 76,652                                     | 1,762        | 30,202              | 51,038             | 295,434          |
| St Matthias, Westmount                              | 100%                                       | 0%              | 45,917             | 1,174                 | 100,802                           | 31,818             | 19,941           | 0   | 143,404                                    | 0            | 46,365              | 46,484             | 435,905          |
| St Margaret of Scotland                             | 0%   | 40%             | 8,830              | 0                     | 4,512                             | 0                  | 0                | 0   | 0  | 0            | 1,770               | 22,753             | 37,865           |
| St Stephen, Westmount                               | 50%  | 0%              | 31,125             | 0                     | 6,307                             | 6,182              | 0                | 1,220   | 46,298                                     | 693          | 17,290              | 6,180              | 115,295          |
| Eglise de la Nativité                               | 100%                                       | 0%              | 22,536             | 0                     | 0                                 | 0                  | 0                | 0   | 17,150                                     | 0            | 6,891               | 11,400             | 57,976           |
| St Cuthbert/St Hiltra/St Luke                       | 50%  | 0%              | 33,331             | 0                     | 0                                 | 0                  | 0                | 0   | 20,054                                     | 0            | 8,722               | 18,649             | 80,756           |
| <b>Deanery Totals</b>                               | <b>701%</b>                                | <b>370%</b>     | <b>270,347</b>     | <b>30,889</b>         | <b>285,152</b>                    | <b>127,769</b>     | <b>19,941</b>    | <b>77,200</b>                                 | <b>530,583</b>                             | <b>2,455</b> | <b>181,641</b>      | <b>283,650</b>     | <b>1,809,627</b> |
| <b>Deanery of Western Montreal</b>                  |  |                 |                    |                       |                                   |                    |                  |   |  |              |                     |                    |                  |
| St Paul, Côte-des-Neiges                            | 100%                                       | 150%            | 53,424             | 0                     | 29,525                            | 16,530             | 9,527            | 0   | 43,794                                     | 690          | 24,878              | 40,449             | 218,817          |
| St Philip, Montreal-Ouest                           | 100%                                       | 20%             | 42,216             | 0                     | 23,650                            | 27,859             | 5,527            | 1,042   | 63,956                                     | 2,055        | 28,950              | 40,258             | 235,513          |
| St Thomas, NDG                                      | 100%                                       | 75%             | 47,512             | 0                     | 28,331                            | 10,153             | 5,029            | 20,725  | 48,215                                     | 0            | 19,493              | 0                  | 179,458          |
| Trinity Memorial                                    | 100%                                       | 50%             | 22,009             | 0                     | 8,800                             | 10,532             | 0                | 14,433  | 85,018                                     | 0            | 20,225              | 20,660             | 181,677          |
| Church of the Epiphany, Verdun                      | 100%                                       | 0%              | 40,684             | 0                     | 10,563                            | 6,147              | 5,809            | 10,288  | 31,400                                     | 0            | 18,839              | 15,121             | 138,851          |
| St Lawrence, LaSalle                                | 100%                                       | 100%            | 31,322             | 0                     | 17,269                            | 14,609             | 5,561            | 744   | 21,592                                     | 0            | 10,725              | 5,254              | 107,076          |
| St Mark, St-Laurent                                 | 100%                                       | 0%              | 37,626             | 5,430                 | 9,300                             | 0                  | 0                | 1,424   | 48,185                                     | 0            | 13,737              | 14,153             | 129,855          |
| St Simon and St Bartholomew                         | 0%   | 100%            | 24,747             | 0                     | 0                                 | 4,645              | 0                | 772   | 16,743                                     | 0            | 8,189               | 7,175              | 62,271           |
| St Peter, TMR                                       | 100%                                       | 0%              | 48,118             | 7,500                 | 46,848                            | 22,367             | 11,428           | 30,870  | 38,982                                     | 0            | 15,237              | 14,700             | 236,050          |
| <b>Deanery Totals</b>                               | <b>800%</b>                                | <b>495%</b>     | <b>347,658</b>     | <b>12,930</b>         | <b>174,286</b>                    | <b>112,842</b>     | <b>42,881</b>    | <b>80,298</b>                                 | <b>397,885</b>                             | <b>2,745</b> | <b>160,273</b>      | <b>157,770</b>     | <b>1,489,568</b> |

| No. 4 Congregational Expenditures for the Year 2015 |                      |                 |                      |                           |                                   |                    |                  |   |  |          |                     |                    |                |    |
|---|----------------------|-----------------|----------------------|---------------------------|-----------------------------------|--------------------|------------------|---|--|----------|---------------------|--------------------|----------------|----|
| Name of Congregation                                | Pastoral Workers     |                 |                      | Ministry-Related Expenses |                                   |                    | 36               | 38  | 39   | 40       | 41                  | 42                 | 43             | 44 |
|   | 24a                  | 24b             | % full-time ordained | 33                        | 34                                | 35 & 37            |                  |   |  |          |                     |                    |                |    |
|   | % full-time ordained | % full-time lay | Stipend for Rector   | Stipend for Assistant     | Salaries for Lay Pastoral Workers | Pension & Benefits | Rectory Expenses | All Other Expenses re Paid Ministry Personnel | Operation & Maintenance of Church and Hall | Interest | Diocesan Assessment | All Other Expenses | Total Expenses |    |
| <b>Deanery of Bedford</b>                           |                      |                 |                      |                           |                                   |                    |                  |   |  |          |                     |                    |                |    |
| All Saints, Dunham                                  | 40%                  | 0%              | 0                    | 0                         | 0                                 | 0                  | 0                | 0   | 0  | 0        | 0                   | 0                  | 0              | 0  |
| Holy Trinity, Freighsburg                           | 30%                  | 3%              | 0                    | 0                         | 1,305                             | 652                | 0                | 3,300   | 3,498                                      | 0        | 1,687               | 1,982              | 12,424         |    |
| St James the Apostle, Stanbridge East               | 0%                   | 0%              | 22,185               | 0                         | 0                                 | 0                  | 4,149            | 2,485   | 19,944                                     | 0        | 7,680               | 3,988              | 60,431         |    |
| St James the Less, Pigeon Hill                      | 0%                   | 0%              | 0                    | 0                         | 0                                 | 0                  | 0                | 0   | 0  | 0        | 0                   | 0                  | 0              |    |
| St John the Evangelist, Stanbury                    | 0%                   | 0%              | 0                    | 0                         | 0                                 | 0                  | 0                | 0   | 0  | 0        | 0                   | 0                  | 0              |    |
| St James', Bedford                                  | 25%                  | 0%              | 12,398               | 0                         | 2,800                             | 5,002              | 2,802            | 2,316   | 16,978                                     | 0        | 6,695               | 8,839              | 57,830         |    |
| St Paul's, Philipsburg                              | 15%                  | 0%              | 0                    | 0                         | 0                                 | 0                  | 0                | 16,950  | 7,017                                      | 0        | 1,777               | 98                 | 25,842         |    |
| St James', Farnham                                  | 20%                  | 0%              | 23,370               | 0                         | 0                                 | 0                  | 0                | 0   | 4,874                                      | 0        | 2,796               | 747                | 31,788         |    |
| St George's, Clarenceville                          | 0%                   | 0%              | 925                  | 0                         | 0                                 | 0                  | 0                | 0   | 4,319                                      | 0        | 1,058               | 2,677              | 8,979          |    |
| St Thomas, Noyan                                    | 100%                 | 1%              | 2,430                | 0                         | 0                                 | 0                  | 0                | 0   | 7,777                                      | 0        | 1,110               | 89                 | 11,406         |    |
| Trinity, Nelsonville (Cowansville)                  | 50%                  | 0%              | 7,914                | 0                         | 0                                 | 0                  | 0                | 2,800   | 22,226                                     | 0        | 5,913               | 10,256             | 49,108         |    |
| <b>Deanery Totals</b>                               | <b>280%</b>          | <b>4%</b>       | <b>69,222</b>        | <b>0</b>                  | <b>4,105</b>                      | <b>5,654</b>       | <b>6,951</b>     | <b>27,851</b>                                 | <b>86,634</b>                              | <b>0</b> | <b>28,716</b>       | <b>28,676</b>      | <b>257,808</b> |    |
| <b>Deanery of Brome-Shefford</b>                    |                      |                 |                      |                           |                                   |                    |                  |   |  |          |                     |                    |                |    |
| Grace Church, Sutton                                | 100%                 | 0%              | 30,408               | 0                         | 0                                 | 0                  | 0                | 0   | 23,454                                     | 0        | 9,581               | 8,889              | 72,332         |    |
| All Saints, Abercorn                                | 0%                   | 0%              | 0                    | 0                         | 0                                 | 0                  | 0                | 0   | 0  | 0        | 96                  | 903                | 999            |    |
| St George's, Granby                                 | 50%                  | 0%              | 30,036               | 0                         | 0                                 | 0                  | 0                | 4,675   | 29,551                                     | 0        | 6,796               | 28,144             | 99,202         |    |
| St Paul's, Abbotstford                              | 0%                   | 0%              | 0                    | 0                         | 0                                 | 0                  | 0                | 0   | 0  | 0        | 0                   | 0                  | 0              |    |
| St. Paul's, Mansonville                             | 0%                   | 0%              | 3,270                | 1,000                     | 625                               | 0                  | 0                | 0   | 12,086                                     | 0        | 1,486               | 50                 | 18,517         |    |
| St John the Evangelist, Brome                       | 0%                   | 0%              | 2,100                | 0                         | 0                                 | 0                  | 0                | 0   | 16,858                                     | 0        | 1,817               | 5,615              | 26,390         |    |
| Holy Trinity, Iron Hill                             | 25%                  | 0%              | 4,725                | 0                         | 0                                 | 0                  | 0                | 0   | 7,330                                      | 0        | 1,819               | 4,721              | 18,595         |    |
| St Aidan's, Sutton Junction                         | 25%                  | 0%              | 1,750                | 0                         | 0                                 | 0                  | 0                | 0   | 1,419                                      | 0        | 1,053               | 0                  | 4,222          |    |
| Ascension, West Brome                               | 25%                  | 0%              | 5,306                | 0                         | 0                                 | 0                  | 0                | 0   | 3,676                                      | 0        | 2,587               | 5,420              | 16,989         |    |
| St Luke's, Waterloo                                 | 0%                   | 0%              | 2,625                | 0                         | 0                                 | 0                  | 0                | 4,284   | 17,107                                     | 0        | 4,153               | 4,270              | 32,438         |    |
| St James', Foster                                   | 0%                   | 0%              | 0                    | 0                         | 0                                 | 0                  | 0                | 0   | 11,960                                     | 0        | 883                 | 0                  | 12,843         |    |
| St Paul's, Knowlton                                 | 100%                 | 0%              | 45,901               | 13,360                    | 0                                 | 18,773             | 7,928            | 37,995  | 40,632                                     | 0        | 21,140              | 25,273             | 211,003        |    |
| St Patrick's, Bolton Centre                         | 0%                   | 0%              | 0                    | 0                         | 0                                 | 0                  | 0                | 0   | 0  | 0        | 0                   | 0                  | 0              |    |
| Holy Trinity, South Bolton                          | 0%                   | 0%              | 0                    | 0                         | 0                                 | 0                  | 0                | 0   | 0  | 0        | 0                   | 0                  | 0              |    |
| <b>Deanery Totals</b>                               | <b>325%</b>          | <b>0%</b>       | <b>126,121</b>       | <b>14,360</b>             | <b>625</b>                        | <b>18,773</b>      | <b>12,212</b>    | <b>42,670</b>                                 | <b>164,072</b>                             | <b>0</b> | <b>51,411</b>       | <b>83,285</b>      | <b>513,530</b> |    |



| No. 4 Congregational Expenditures for the Year 2015 |                           |                 |                    |                       |                                   |                    |                  |   |  |          |                     |                    |                |
|---|---------------------------|-----------------|--------------------|-----------------------|-----------------------------------|--------------------|------------------|---|--|----------|---------------------|--------------------|----------------|
| Name of Congregation                                | Ministry-Related Expenses |                 |                    |                       |                                   |                    |                  |   |  |          |                     |                    |                |
|   | 24a                       | 24b             | 33                 | 34                    | 36                                | 35 & 37            | 38               | 39  | 40   | 41       | 42                  | 43                 | 44             |
|   | % full-time ordained      | % full-time lay | Stipend for Rector | Stipend for Assistant | Salaries for Lay Pastoral Workers | Pension & Benefits | Rectory Expenses | All Other Expenses re Paid Ministry Personnel | Operation & Maintenance of Church and Hall | Interest | Diocesan Assessment | All Other Expenses | Total Expenses |
| <b>Deanery of South Shore</b>                       |                           |                 |                    |                       |                                   |                    |                  |   |  |          |                     |                    |                |
| St Luke's, Hemmingford                              | 0%                        | 0%              | 0                  | 0                     | 0                                 | 0                  | 0                | 0   | 4,002                                      | 0        | 1,505               | 118                | 5,624          |
| St Matthew's, Edwardstown                           | 0%                        | 0%              | 0                  | 0                     | 0                                 | 0                  | 0                | 0   | 0  | 0        | 0                   | 0                  | 0              |
| Trinity, Havelock                                   | 0%                        | 0%              | 0                  | 0                     | 0                                 | 0                  | 0                | 0   | 0  | 0        | 0                   | 0                  | 0              |
| St George's, Châteauguay                            | 100%                      | 50%             | 45,789             | 0                     | 18,620                            | 8,921              | 2,720            | 450   | 18,965                                     | 0        | 12,655              | 5,537              | 113,657        |
| Christ Church, Sorel                                | 0%                        | 0%              | 0                  | 0                     | 0                                 | 0                  | 0                | 0   | 0  | 0        | 0                   | 184                | 184            |
| St Francis, Odanak                                  | 0%                        | 0%              | 0                  | 0                     | 0                                 | 0                  | 0                | 0   | 3,669                                      | 0        | 0                   | 281                | 3,949          |
| St Barnabas, Saint-Lambert                          | 100%                      | 0%              | 51,289             | 0                     | 19,734                            | 23,268             | 15,560           | 2,060   | 57,352                                     | 0        | 22,106              | 2,624              | 193,993        |
| St Joseph of Nazareth, Brossard                     | 79%                       | 0%              | 33,202             | 0                     | 0                                 | 8,094              | 4,897            | 18,151  | 18,151                                     | 0        | 11,552              | 0                  | 94,046         |
| St Margaret's, St-Hubert                            | 42%                       | 0%              | 27,460             | 0                     | 0                                 | 0                  | 2,780            | 0   | 26,293                                     | 0        | 7,083               | 7,490              | 71,106         |
| St Mark's, Longueuil                                | 0%                        | 0%              | 0                  | 0                     | 0                                 | 0                  | 0                | 0   | 0  | 0        | 0                   | 0                  | 0              |
| St Paul's, Greenfield Park                          | 79%                       | 0%              | 43,419             | 0                     | 0                                 | 8,746              | 5,670            | 5,888   | 24,064                                     | 0        | 13,215              | 26,341             | 127,343        |
| St Stephen's with St. James, Chambly                | 99%                       | 1%              | 63,811             | 0                     | 2,110                             | 9,825              | 1,005            | 450   | 23,253                                     | 0        | 9,940               | 11,102             | 121,496        |
| Grace Church, L'Acadie                              | 100%                      | 0%              | 150                | 0                     | 250                               | 0                  | 0                | 0   | 323  | 0        | 0                   | 24                 | 747            |
| Trinity, St-Bruno                                   | 50%                       | 0%              | 26,291             | 0                     | 0                                 | 0                  | 10,140           | 2,237   | 2,725                                      | 0        | 7,229               | 12,374             | 60,996         |
| St Martin's House, Otterburn Park                   | 0%                        | 0%              | 0                  | 0                     | 0                                 | 0                  | 0                | 2,135   | 2,992                                      | 0        | 1,383               | 1,617              | 8,127          |
| St Thomas, Rougemont                                | 25%                       | 0%              | 2,700              | 0                     | 0                                 | 0                  | 0                | 0   | 13,652                                     | 0        | 3,004               | 500                | 19,856         |
| <b>Deanery Totals</b>                               | <b>674%</b>               | <b>51%</b>      | <b>294,111</b>     | <b>0</b>              | <b>40,714</b>                     | <b>58,854</b>      | <b>42,772</b>    | <b>31,371</b>                                 | <b>195,440</b>                             | <b>0</b> | <b>89,672</b>       | <b>68,191</b>      | <b>821,124</b> |

| No. 4 Congregational Expenditures for the Year 2015 |                           |                 |                    |                       |                                   |                    |                  |   |  |              |                     |                    |                |
|---|---------------------------|-----------------|--------------------|-----------------------|-----------------------------------|--------------------|------------------|---|--|--------------|---------------------|--------------------|----------------|
| Name of Congregation                                | Ministry-Related Expenses |                 |                    |                       |                                   |                    |                  |   |  |              |                     |                    |                |
|   | 24a                       | 24b             | 33                 | 34                    | 36                                | 35 & 37            | 38               | 39  | 40   | 41           | 42                  | 43                 | 44             |
|   | % full-time ordained      | % full-time lay | Stipend for Rector | Stipend for Assistant | Salaries for Lay Pastoral Workers | Pension & Benefits | Rectory Expenses | All Other Expenses re Paid Ministry Personnel | Operation & Maintenance of Church and Hall | Interest     | Diocesan Assessment | All Other Expenses | Total Expenses |
| <b>Deanery of the Laurentians</b>                   |                           |                 |                    |                       |                                   |                    |                  |   |  |              |                     |                    |                |
| Christ Church, Rawdon                               | 100%                      | 4%              | 57,290             | 0                     | 0                                 | 11,577             | 7,963            | 450   | 21,244                                     | 0            | 15,132              | 10,362             | 124,018        |
| Parish of Mascouche                                 | 0%                        | 0%              | 0                  | 5,885                 | 0                                 | 0                  | 0                | 0   | 9,319                                      | 20           | 2,612               | 5,774              | 23,610         |
| Grace Church, Arundel                               | 0%                        | 0%              | 25,192             | 0                     | 0                                 | 1,431              | 6,347            | 5,719   | 17,372                                     | 0            | 9,273               | 3,101              | 68,435         |
| St Francis, Saint-Sauveur                           | 0%                        | 0%              | 6,731              | 0                     | 0                                 | 1,289              | 1,755            | 4,193   | 43,601                                     | 0            | 6,509               | 0                  | 64,078         |
| Trinity Church, Morin Heights                       | 13%                       | 0%              | 12,152             | 0                     | 2,295                             | 0                  | 1,551            | 0   | 8,068                                      | 1,578        | 6,082               | 1,925              | 33,651         |
| St John the Baptist, Kilkenny                       | 0%                        | 0%              | 0                  | 357                   | 0                                 | 0                  | 0                | 203   | 1,128                                      | 0            | 812                 | 125                | 2,625          |
| St Matthews, Grenville                              | 100%                      | 0%              | 13,222             | 0                     | 0                                 | 0                  | 5,472            | 259   | 3,694                                      | 0            | 3,033               | 0                  | 25,680         |
| Holy Trinity, Calumet                               | 0%                        | 0%              | 5,555              | 0                     | 62                                | 0                  | 2,503            | 0   | 1,774                                      | 0            | 1,481               | 1,038              | 12,413         |
| Christ Church, Montebello                           | 100%                      | 0%              | 8,264              | 0                     | 0                                 | 0                  | 1,574            | 0   | 1,310                                      | 0            | 1,675               | 9                  | 12,831         |
| St Simeon's, Lachute                                | 20%                       | 0%              | 16,818             | 0                     | 0                                 | 6,206              | 4,647            | 1,384   | 15,746                                     | 0            | 6,806               | 3,230              | 54,837         |
| St Paul's, Dunary                                   | 0%                        | 0%              | 6,000              | 0                     | 0                                 | 0                  | 0                | 0   | 2,533                                      | 0            | 2,196               | 7,812              | 18,541         |
| Holy Trinity, Lakefield                             | 10%                       | 0%              | 6,000              | 0                     | 0                                 | 0                  | 0                | 0   | 2,822                                      | 0            | 1,892               | 23,484             | 34,198         |
| Christ Church, Mille Isles                          | 0%                        | 0%              | 6,000              | 0                     | 0                                 | 0                  | 0                | 0   | 1,288                                      | 0            | 525                 | 566                | 8,379          |
| St Aidan's, Louisa                                  | 0%                        | 0%              | 0                  | 0                     | 0                                 | 0                  | 0                | 6,000   | 3,292                                      | 0            | 1,752               | 130                | 11,174         |
| All Saints, Deux-Montagnes                          | 50%                       | 0%              | 18,904             | 3,150                 | 0                                 | 0                  | 900              | 0   | 25,422                                     | 0            | 0                   | 0                  | 48,376         |
| St James', Rosemere                                 | 50%                       | 0%              | 13,926             | 0                     | 0                                 | 0                  | 0                | 0   | 17,728                                     | 754          | 3,940               | 10,064             | 46,412         |
| Trinity, Ste-Agathe                                 | 32%                       | 0%              | 37,399             | 0                     | 1,754                             | 16,755             | 6,549            | 3,600   | 33,819                                     | 0            | 15,548              | 10,336             | 125,760        |
| <b>Deanery Totals</b>                               | <b>475%</b>               | <b>4%</b>       | <b>233,453</b>     | <b>9,391</b>          | <b>4,111</b>                      | <b>37,258</b>      | <b>39,261</b>    | <b>21,808</b>                                 | <b>210,160</b>                             | <b>2,352</b> | <b>79,268</b>       | <b>77,956</b>      | <b>715,019</b> |

| No. 4 Congregational Expenditures for the Year 2015 |                      |                 |                    |                       |                                   |                    |                  |   |  |            |                           |                    |                  |
|---|----------------------|-----------------|--------------------|-----------------------|-----------------------------------|--------------------|------------------|---|--|------------|---------------------------|--------------------|------------------|
| Name of Congregation                                | Pastoral Workers     |                 |                    |                       |                                   |                    |                  |   |  |            | Ministry-Related Expenses |                    |                  |
|   | 24a                  | 24b             | 33                 | 34                    | 36                                | 35 & 37            | 38               | 39  | 40   | 41         | 42                        | 43                 | 44               |
|   | % full-time ordained | % full-time lay | Stipend for Rector | Stipend for Assistant | Salaries for Lay Pastoral Workers | Pension & Benefits | Rectory Expenses | All Other Expenses re Paid Ministry Personnel | Operation & Maintenance of Church and Hall | Interest   | Diocesan Assessment       | All Other Expenses | Total Expenses   |
| <b>Deanery of Pointe-Claire</b>                     |                      |                 |                    |                       |                                   |                    |                  |   |  |            |                           |                    |                  |
| St Andrew and St Mark, Donval                       | 100%                 | 75%             | 38,383             | 0                     | 31,344                            | 19,110             | 0                | 18,459  | 55,276                                     | 0          | 23,665                    | 13,289             | 199,526          |
| St Barnabas, Pierrefonds                            | 100%                 | 1%              | 47,664             | 0                     | 24,709                            | 22,375             | 0                | 2,791   | 53,458                                     | 0          | 24,209                    | 13,304             | 188,510          |
| St John the Baptist, Pointe-Claire                  | 0%                   | 75%             | 18,384             | 0                     | 31,759                            | 15,876             | 4,539            | 3,291   | 51,497                                     | 0          | 22,221                    | 5,173              | 152,740          |
| St Stephen, Lachine                                 | 50%                  | 50%             | 8,500              | 0                     | 0                                 | 1,110              | 0                | 4,800   | 42,166                                     | 0          | 9,513                     | 19,427             | 85,516           |
| Church of the Resurrection, Valois                  | 100%                 | 0%              | 39,038             | 0                     | 0                                 | 17,083             | 5,575            | 15,221  | 33,220                                     | 0          | 16,233                    | 23,223             | 149,593          |
| <b>Deanery Totals</b>                               | <b>350%</b>          | <b>201%</b>     | <b>151,969</b>     | <b>0</b>              | <b>87,812</b>                     | <b>75,554</b>      | <b>10,114</b>    | <b>44,562</b>                                 | <b>235,617</b>                             | <b>0</b>   | <b>95,841</b>             | <b>74,415</b>      | <b>775,885</b>   |
| <b>Deanery of Ste-Anne</b>                          |                      |                 |                    |                       |                                   |                    |                  |   |  |            |                           |                    |                  |
| Christ Church, Beaufort                             | 100%                 | 50%             | 48,535             | 0                     | 27,831                            | 22,425             | 8,228            | 3,100   | 31,992                                     | 323        | 21,932                    | 24,364             | 188,730          |
| St George's, Sainte-Anne-de-Belleveue               | 100%                 | 0%              | 43,578             | 3,640                 | 28,717                            | 22,611             | 2,657            | 1,150   | 49,409                                     | 0          | 22,656                    | 5,406              | 179,824          |
| St James', Hudson                                   | 100%                 | 0%              | 14,075             | 0                     | 42,659                            | 2,771              | 9,569            | 8,454   | 52,419                                     | 0          | 26,021                    | 52,419             | 208,387          |
| St Mary, Como                                       | 82%                  | 19%             | 10,843             | 0                     | 18,282                            | 0                  | 4,139            | 10,878  | 41,850                                     | 28         | 12,294                    | 10,182             | 108,496          |
| Evergreen Anglican Community                        | 0%                   | 0%              | 0                  | 0                     | 0                                 | 0                  | 0                | 0   | 0  | 0          | 0                         | 0                  | 0                |
| St Mary's, Kirkland                                 | 100%                 | 0%              | 38,857             | 0                     | 13,920                            | 15,568             | 14,436           | 3,007   | 25,770                                     | 0          | 16,179                    | 4,031              | 131,768          |
| St Michael and All Angels                           | 100%                 | 2%              | 45,394             | 0                     | 0                                 | 36,143             | 208              | 21,774  | 27,939                                     | 0          | 18,108                    | 9,523              | 159,089          |
| St Mark's, Valleyfield                              | 0%                   | 0%              | 0                  | 0                     | 0                                 | 0                  | 0                | 2,395   | 17,081                                     | 0          | 3,780                     | 164                | 23,420           |
| St John's, Huntingdon                               | 20%                  | 3%              | 0                  | 0                     | 0                                 | 0                  | 0                | 8,945   | 0  | 0          | 4,208                     | 22,882             | 36,035           |
| St James', Ormstown                                 | 50%                  | 0%              | 0                  | 0                     | 0                                 | 0                  | 0                | 2,019   | 0  | 0          | 210                       | 7,690              | 9,920            |
| <b>Deanery Totals</b>                               | <b>652%</b>          | <b>74%</b>      | <b>201,282</b>     | <b>3,640</b>          | <b>131,409</b>                    | <b>99,518</b>      | <b>39,237</b>    | <b>61,722</b>                                 | <b>246,460</b>                             | <b>351</b> | <b>125,388</b>            | <b>136,661</b>     | <b>1,045,668</b> |

| No. 5 Financial Position as at December 31, 2015 |                |                  |                  |                |                            |                     |                       |                   |                   |                                  |                      |
|--|----------------|------------------|------------------|----------------|----------------------------|---------------------|-----------------------|-------------------|-------------------|----------------------------------|----------------------|
| Name of Congregation                             | Assets         |                  |                  |                | Liabilities and Net Assets |                     |                       |                   | Other Information |                                  |                      |
|  | 54             | 55               | 56               | 57             | 58                         | 59                  | 60                    | 61                | 62                | 63                               | 64                   |
|  | Current Assets | Investments      | Capital Assets   | Other Assets   | Total Assets               | Current Liabilities | Long-Term Liabilities | Total Liabilities | Net Assets        | Total Liabilities and Net Assets | Capital Expenditures |
| <b>Deanery of Christ Church</b>                  |                |                  |                  |                |                            |                     |                       |                   |                   |                                  |                      |
| Christ Church Cathedral                          | 275,996        | 4,271,203        | 7,066            | 0              | 4,554,265                  | 110,267             | 16,492                | 126,759           | 4,427,506         | 4,554,265                        | 0                    |
| <b>Deanery Totals</b>                            | <b>275,996</b> | <b>4,271,203</b> | <b>7,066</b>     | <b>0</b>       | <b>4,554,265</b>           | <b>110,267</b>      | <b>16,492</b>         | <b>126,759</b>    | <b>4,427,506</b>  | <b>4,554,265</b>                 | <b>0</b>             |
| <b>Deanery of Hochelaga</b>                      |                |                  |                  |                |                            |                     |                       |                   |                   |                                  |                      |
| St George's, Place du Canada                     | 169,044        | 1,689,239        | 1                | 0              | 1,858,284                  | 142,792             | 0                     | 142,792           | 1,715,492         | 1,858,284                        | 638,864              |
| St James the Apostle                             | 23,727         | 30,416           | 2,507,334        | 0              | 2,561,477                  | 32,411              | 0                     | 32,411            | 2,529,066         | 2,561,477                        | 0                    |
| St John the Evangelist                           | 23,607         | 1,014,839        | 1                | 1              | 1,038,448                  | 17,914              | 0                     | 17,914            | 1,020,534         | 1,038,448                        | 23,334               |
| St Mathias, Westmount                            | 97,888         | 139,799          | 0                | 0              | 237,687                    | 27,767              | 25,881                | 53,648            | 184,039           | 237,687                          | 172,924              |
| St Margaret of Scotland                          | 11,383         | 40,000           | 15,000           | 6,723          | 73,106                     | 0                   | 0                     | 0                 | 73,106            | 73,106                           | 0                    |
| St Stephen, Westmount                            | 46,037         | 0                | 0                | 0              | 46,037                     | 2,177               | 15,000                | 17,177            | 28,860            | 46,037                           | 0                    |
| Église de la Nativité                            | 110,824        | 0                | 0                | 0              | 110,824                    | 1,903               | 0                     | 1,903             | 108,921           | 110,824                          | 0                    |
| St Cuthbert/St Hilda/St Luke                     | 35,937         | 241,702          | 494,000          | 0              | 771,639                    | 78,250              | 0                     | 78,250            | 693,389           | 771,639                          | 0                    |
| <b>Deanery Totals</b>                            | <b>518,447</b> | <b>3,155,995</b> | <b>3,016,336</b> | <b>6,724</b>   | <b>6,697,502</b>           | <b>303,214</b>      | <b>40,881</b>         | <b>344,095</b>    | <b>6,353,407</b>  | <b>6,697,502</b>                 | <b>835,122</b>       |
| <b>Deanery of Western Montreal</b>               |                |                  |                  |                |                            |                     |                       |                   |                   |                                  |                      |
| St Paul, Côte-des-Neiges                         | 15,074         | 165,670          | 0                | 0              | 180,744                    | 6,865               | 0                     | 6,865             | 173,879           | 180,744                          | 7,274                |
| St Philip, Montréal-Ouest                        | 27,580         | 153,478          | 5,793,300        | 0              | 5,974,358                  | 29,123              | 22,048                | 51,171            | 5,923,187         | 5,974,358                        | 23,314               |
| St Thomas, NDG                                   | 43,136         | 225,729          | 0                | 0              | 268,865                    | 26,081              | 0                     | 26,081            | 242,784           | 268,865                          | 0                    |
| Trinity Memorial                                 | 21,468         | 10,752           | 0                | 15,267         | 47,487                     | 93,669              | 377,566               | 471,235           | -423,747          | 47,487                           | 0                    |
| Church of the Epiphany, Verdun                   | 67,261         | 614,485          | 3,334,785        | 12,383         | 4,028,914                  | 0                   | 0                     | 0                 | 4,028,914         | 4,028,914                        | 0                    |
| St Lawrence, LaSalle                             | 43,386         | 30,619           | 0                | 0              | 74,004                     | 22,914              | 0                     | 22,914            | 51,090            | 74,004                           | 1,805                |
| St Mark, St-Laurent                              | 0              | 150,000          | 0                | 578,445        | 728,445                    | 0                   | 0                     | 0                 | 728,445           | 728,445                          | 0                    |
| St Simon and St Bartholomew                      | 59,222         | 22,180           | 0                | 0              | 81,402                     | 0                   | 0                     | 0                 | 81,402            | 81,402                           | 0                    |
| St Peter, TMR                                    | 58,256         | 272,000          | 0                | 0              | 330,256                    | 9,306               | 0                     | 9,306             | 320,950           | 330,256                          | 0                    |
| <b>Deanery Totals</b>                            | <b>335,383</b> | <b>1,644,913</b> | <b>9,128,085</b> | <b>606,095</b> | <b>11,714,476</b>          | <b>187,958</b>      | <b>399,614</b>        | <b>587,572</b>    | <b>11,126,904</b> | <b>11,714,476</b>                | <b>32,393</b>        |

| No. 5 Financial Position as at December 31, 2015 |                | Assets           |                |                |                  |                | Liabilities and Net Assets |                |                  | Other Information |                  |                  |                |
|--|----------------|------------------|----------------|----------------|------------------|----------------|----------------------------|----------------|------------------|-------------------|------------------|------------------|----------------|
| Name of Congregation                             | 54             | 55               |                | 56             | 57               | 58             | 59                         | 60             | 61               |                   | 62               | 63               | 64             |
|  |                | Current Assets   | Investments    |                |                  |                |                            |                | Capital Assets   | Other Assets      |                  |                  |                |
| <b>Deanery of Bedford</b>                        |                |                  |                |                |                  |                |                            |                |                  |                   |                  |                  |                |
| All Saints, Dunham                               | 0              | 0                | 0              | 0              | 0                | 0              | 0                          | 0              | 0                | 0                 | 0                | 0                | 0              |
| Holy Trinity, Freighsburg                        | 8,266          | 62,559           | 186,500        | 0              | 257,325          | 0              | 257,325                    | 0              | 257,325          | 0                 | 257,325          | 257,325          | 0              |
| St James the Apostle, Stanbridge East            | 32,075         | 605,821          | 0              | 0              | 637,896          | 0              | 637,896                    | 0              | 637,896          | 0                 | 637,896          | 637,896          | 5,594          |
| St James the Less, Pigeon Hill                   | 0              | 0                | 0              | 0              | 0                | 0              | 0                          | 0              | 0                | 0                 | 0                | 0                | 0              |
| St John the Evangelist, Stanbury                 | 0              | 0                | 0              | 0              | 0                | 0              | 0                          | 0              | 0                | 0                 | 0                | 0                | 0              |
| St James', Bedford                               | 10,630         | 149,566          | 0              | 0              | 160,196          | 2,725          | 157,471                    | 0              | 2,725            | 157,471           | 160,196          | 160,196          | 0              |
| St Paul's, Phillipsburg                          | 8,066          | 35,930           | 0              | 0              | 43,996           | 106            | 43,890                     | 0              | 106              | 43,890            | 43,996           | 43,996           | 0              |
| St James', Farnham                               | 31,092         | 0                | 45,716         | 102,747        | 179,555          | 24,632         | 154,923                    | 0              | 179,555          | 0                 | 179,555          | 179,555          | 10,181         |
| St George's, Clarenceville                       | 10,387         | 0                | 0              | 0              | 10,387           | 0              | 10,387                     | 0              | 0                | 10,387            | 10,387           | 10,387           | 195,792        |
| St Thomas, Noyan                                 | 2,573          | 60,000           | 0              | 0              | 62,573           | 0              | 62,573                     | 0              | 0                | 62,573            | 62,573           | 62,573           | 0              |
| Trinity, Nelsonville (Cowansville)               | 33,642         | 902,513          | 0              | 0              | 936,155          | 2,555          | 933,600                    | 0              | 2,555            | 933,600           | 936,155          | 936,155          | 0              |
| <b>Deanery Totals</b>                            | <b>136,731</b> | <b>1,816,389</b> | <b>232,216</b> | <b>102,747</b> | <b>2,288,082</b> | <b>30,018</b>  | <b>154,923</b>             | <b>184,941</b> | <b>2,103,141</b> | <b>2,288,082</b>  | <b>2,288,082</b> | <b>2,288,082</b> | <b>211,567</b> |
| <b>Deanery of Brome-Shefford</b>                 |                |                  |                |                |                  |                |                            |                |                  |                   |                  |                  |                |
| Grace Church, Sutton                             | 49,820         | 375,856          | 0              | 0              | 425,676          | 425,676        | 0                          | 425,676        | 0                | 425,676           | 0                | 425,676          | 17,576         |
| All Saints, Abercorn                             | 843            | 5,929            | 0              | 0              | 6,772            | 0              | 6,772                      | 0              | 0                | 6,772             | 6,772            | 6,772            | 11,718         |
| St George's, Granby                              | 22,789         | 242,102          | 68,000         | 0              | 332,891          | 4,657          | 328,234                    | 0              | 4,657            | 328,234           | 332,891          | 332,891          | 20,784         |
| St Paul's, Abbotsford                            | 0              | 0                | 0              | 0              | 0                | 0              | 0                          | 0              | 0                | 0                 | 0                | 0                | 0              |
| St. Paul's, Mansonville                          | 21,041         | 33,425           | 117,400        | 0              | 171,866          | 0              | 171,866                    | 0              | 0                | 171,866           | 171,866          | 171,866          | 0              |
| St John the Evangelist, Brome                    | 48,020         | 104,379          | 0              | 0              | 152,399          | 0              | 152,399                    | 0              | 0                | 152,399           | 152,399          | 152,399          | 12,021         |
| Holy Trinity, Iron Hill                          | 14,166         | 12,639           | 17,874         | 0              | 44,679           | 0              | 44,679                     | 0              | 0                | 44,679            | 44,679           | 44,679           | 0              |
| St Aidan's, Sutton Junction                      | 5,181          | 8,940            | 0              | 0              | 14,121           | 0              | 14,121                     | 0              | 0                | 14,121            | 14,121           | 14,121           | 0              |
| Ascension, West Brome                            | 13,450         | 61,829           | 0              | 0              | 75,279           | 0              | 75,279                     | 0              | 0                | 75,279            | 75,279           | 75,279           | 0              |
| St Luke's, Waterloo                              | 12,242         | 5,871            | 0              | 20,000         | 38,113           | 28,059         | 10,054                     | 0              | 28,059           | 10,054            | 38,113           | 38,113           | 0              |
| St James', Foster                                | 18,203         | 74,294           | 0              | 0              | 92,497           | 0              | 92,497                     | 0              | 0                | 92,497            | 92,497           | 92,497           | 0              |
| St Paul's, Knowlton                              | 62,179         | 76,773           | 11,749         | 0              | 150,701          | 54,031         | 76,506                     | 0              | 130,537          | 20,164            | 150,701          | 150,701          | 0              |
| St Patrick's, Bolton Centre                      | 0              | 0                | 0              | 0              | 0                | 0              | 0                          | 0              | 0                | 0                 | 0                | 0                | 0              |
| Holy Trinity, South Bolton                       | 0              | 0                | 0              | 0              | 0                | 0              | 0                          | 0              | 0                | 0                 | 0                | 0                | 0              |
| <b>Deanery Totals</b>                            | <b>267,934</b> | <b>1,002,037</b> | <b>215,023</b> | <b>20,000</b>  | <b>1,504,994</b> | <b>512,423</b> | <b>76,506</b>              | <b>588,929</b> | <b>916,066</b>   | <b>1,504,994</b>  | <b>1,504,994</b> | <b>1,504,994</b> | <b>62,099</b>  |

No. 5 Financial Position as at December 31, 2015

| Name of Congregation                | Assets         |                  |                  |              | Liabilities and Net Assets |                     |                       | Other Information |                  |                                  |                      |
|-------------------------------------|----------------|------------------|------------------|--------------|----------------------------|---------------------|-----------------------|-------------------|------------------|----------------------------------|----------------------|
|                                     | 54             | 55               | 56               | 57           | 58                         | 59                  | 60                    | 61                | 62               | 63                               | 64                   |
|                                     | Current Assets | Investments      | Capital Assets   | Other Assets | Total Assets               | Current Liabilities | Long-Term Liabilities | Total Liabilities | Net Assets       | Total Liabilities and Net Assets | Capital Expenditures |
| <b>Deanery of South Shore</b>       |                |                  |                  |              |                            |                     |                       |                   |                  |                                  |                      |
| St Luke's, Hemmingford              | 2,112          | 444,167          | 0                | 0            | 446,279                    | 0                   | 0                     | 0                 | 446,279          | 446,279                          | 2,417                |
| St Matthew's, Edwardstown           | 0              | 0                | 0                | 0            | 0                          | 0                   | 0                     | 0                 | 0                | 0                                | 0                    |
| Trinity, Havelock                   | 0              | 0                | 0                | 0            | 0                          | 0                   | 0                     | 0                 | 0                | 0                                | 0                    |
| St George's, Châteauguay            | 11,149         | 0                | 0                | 0            | 11,149                     | 38,614              | 0                     | 38,614            | -27,465          | 11,149                           | 0                    |
| Christ Church, Sorel                | 15,350         | 56,213           | 1,929,692        | 0            | 2,001,255                  | 30,547              | 255,348               | 285,896           | 1,715,359        | 2,001,255                        | 0                    |
| St Francis, Odanak                  | 0              | 0                | 0                | 0            | 0                          | 0                   | 0                     | 0                 | 0                | 0                                | 0                    |
| St Barnabas, Saint-Lambert          | 202,234        | 1,498,497        | 839,730          | 0            | 2,540,461                  | 0                   | 0                     | 0                 | 2,540,461        | 2,540,461                        | 29,134               |
| St Joseph of Nazareth, Brossard     | 3,832          | 0                | 0                | 0            | 3,832                      | 5,203               | 15,117                | 20,319            | -16,487          | 3,832                            | 0                    |
| St Margaret's, St-Hubert            | 22,598         | 0                | 0                | 0            | 22,598                     | 0                   | 0                     | 0                 | 22,598           | 22,598                           | 7,000                |
| St Mark's, Longueuil                |                |                  |                  |              |                            |                     |                       |                   |                  | 0                                |                      |
| St Paul's, Greenfield Park          | 22,245         | 0                | 0                | 0            | 22,245                     | 10,000              | 17,000                | 27,000            | -4,755           | 22,245                           | 13,602               |
| St Stephen's with St James, Chambly | 63,796         | 904,398          | 0                | 0            | 968,194                    | 0                   | 0                     | 0                 | 968,194          | 968,194                          | 0                    |
| Grace Church, L'Acadie              | 11,469         | 2,944            | 0                | 0            | 14,413                     | 0                   | 0                     | 0                 | 14,413           | 14,413                           | 0                    |
| Trinity, St-Bruno                   | 40,207         | 281,369          | 0                | 0            | 321,576                    | 0                   | 0                     | 0                 | 321,576          | 321,576                          | 0                    |
| St Martin's House, Otterburn Park   | 17,928         | 78,258           | 71,524           | 0            | 167,710                    | 800                 | 0                     | 800               | 166,910          | 167,710                          | 0                    |
| St Thomas, Rougemont                | 14,336         | 57,651           | 338,703          | 0            | 410,690                    | 100                 | 0                     | 100               | 410,590          | 410,690                          | 0                    |
| <b>Deanery Totals</b>               | <b>427,257</b> | <b>3,323,496</b> | <b>3,179,649</b> | <b>0</b>     | <b>6,930,402</b>           | <b>85,264</b>       | <b>287,465</b>        | <b>372,729</b>    | <b>6,557,673</b> | <b>6,930,402</b>                 | <b>52,153</b>        |

| No. 5 Financial Position as at December 31, 2015 |                |                  |                  |                  |                            |                     |                       |                   |                   |                                  |                      |  |
|--|----------------|------------------|------------------|------------------|----------------------------|---------------------|-----------------------|-------------------|-------------------|----------------------------------|----------------------|--|
| Name of Congregation                             | Assets         |                  |                  |                  | Liabilities and Net Assets |                     |                       |                   | Other Information |                                  |                      |  |
|  | 54             | 55               | 56               | 57               | 58                         | 59                  | 60                    | 61                | 62                | 63                               | 64                   |  |
|  | Current Assets | Investments      | Capital Assets   | Other Assets     | Total Assets               | Current Liabilities | Long-Term Liabilities | Total Liabilities | Net Assets        | Total Liabilities and Net Assets | Capital Expenditures |  |
| <b>Deanery of the Laurentians</b>                |                |                  |                  |                  |                            |                     |                       |                   |                   |                                  |                      |  |
| Christ Church, Rawdon                            | 12,330         | 294,579          | 0                | 4,125            | 311,034                    | 7,764               | 0                     | 7,764             | 303,270           | 311,034                          | 0                    |  |
| Parish of Mascouche                              | 4,789          | 294,579          | 0                | 0                | 4,789                      | 33,876              | 33,876                | 33,876            | -29,087           | 4,789                            | 32,552               |  |
| Grace Church, Arundel                            | 28,905         | 90,911           | 0                | 0                | 119,816                    | 0                   | 0                     | 0                 | 119,816           | 119,816                          | 0                    |  |
| St Francis, Saint-Sauveur                        | 50,367         | 62,369           | 543,267          | 0                | 656,003                    | 10,145              | 0                     | 10,145            | 645,858           | 656,003                          | 0                    |  |
| Trinity Church, Morin Heights                    | 45,320         | 439,839          | 0                | 0                | 485,159                    | 0                   | 0                     | 0                 | 485,159           | 485,159                          | 0                    |  |
| St John the Baptist, Kilkenny                    | 2,638          | 0                | 0                | 0                | 2,638                      | 0                   | 0                     | 0                 | 2,638             | 2,638                            | 0                    |  |
| St Matthew's, Grenville                          | 7,125          | 337,559          | 0                | 0                | 344,684                    | 0                   | 0                     | 0                 | 344,684           | 344,684                          | 0                    |  |
| Holy Trinity, Calumet                            | 9,340          | 2,789            | 0                | 135,506          | 147,636                    | 0                   | 0                     | 0                 | 147,636           | 147,636                          | 0                    |  |
| Christ Church, Montebello                        | 280,906        | 0                | 0                | 2,641            | 283,547                    | 0                   | 0                     | 0                 | 283,547           | 283,547                          | 0                    |  |
| St Simeon's, Lachute                             | 42,010         | 97,280           | 1,253,086        | 0                | 1,392,376                  | 1,863               | 0                     | 1,863             | 1,390,513         | 1,392,376                        | 1,843                |  |
| St Paul's, Dunany                                | 19,502         | 41,484           | 0                | 0                | 60,986                     | 0                   | 0                     | 0                 | 60,986            | 60,986                           | 4,394                |  |
| Holy Trinity, Lakefield                          | 0              | 0                | 0                | 0                | 0                          | 0                   | 0                     | 0                 | 0                 | 0                                | 8,515                |  |
| Christ Church, Mille Isles                       | 10,431         | 66,000           | 74,000           | 0                | 150,431                    | 0                   | 0                     | 0                 | 150,431           | 150,431                          | 0                    |  |
| St Aidan's, Louisa                               | 9,605          | 58,300           | 6,853            | 0                | 74,758                     | 0                   | 0                     | 0                 | 74,758            | 74,758                           | 0                    |  |
| All Saints, Deux-Montagnes                       | 9,772          | 0                | 482,833          | 0                | 492,605                    | 0                   | 31,714                | 31,714            | 460,891           | 492,605                          | 6,400                |  |
| St James', Rosemere                              | 7,646          | 0                | 0                | 1,467,760        | 1,475,406                  | 37,816              | 71,213                | 109,029           | 1,366,377         | 1,475,406                        | 0                    |  |
| Trinity, Ste-Agathe                              | 163,615        | 90,113           | 0                | 0                | 253,728                    | 0                   | 120,043               | 120,043           | 133,685           | 253,728                          | 0                    |  |
| <b>Deanery Totals</b>                            | <b>704,302</b> | <b>1,875,802</b> | <b>2,360,039</b> | <b>1,610,032</b> | <b>6,255,596</b>           | <b>57,588</b>       | <b>256,846</b>        | <b>314,434</b>    | <b>5,941,162</b>  | <b>6,255,596</b>                 | <b>53,704</b>        |  |

| No. 5 Financial Position as at December 31, 2015 |                |                  |                  |                |                            |                     |                       |                   |                   |                                  |                      |
|--|----------------|------------------|------------------|----------------|----------------------------|---------------------|-----------------------|-------------------|-------------------|----------------------------------|----------------------|
| Name of Congregation                             | Assets         |                  |                  |                | Liabilities and Net Assets |                     |                       |                   | Other Information |                                  |                      |
|  | 54             | 55               | 56               | 57             | 58                         | 59                  | 60                    | 61                | 62                | 63                               | 64                   |
|  | Current Assets | Investments      | Capital Assets   | Other Assets   | Total Assets               | Current Liabilities | Long-Term Liabilities | Total Liabilities | Net Assets        | Total Liabilities and Net Assets | Capital Expenditures |
| <b>Deanery of Pointe-Claire</b>                  |                |                  |                  |                |                            |                     |                       |                   |                   |                                  |                      |
| St Andrew and St Mark, Dorval                    | 82,866         | 57,772           | 651,010          | 0              | 791,648                    | 0                   | 0                     | 0                 | 791,648           | 791,648                          | 21,216               |
| St Barnabas, Pierrefonds                         | 2,002          | 83,173           | 850,773          | 13,139         | 949,087                    | 4,956               | 13,139                | 18,095            | 930,992           | 949,087                          | 0                    |
| St John the Baptist, Pointe-Claire               | 19,162         | 481,804          | 0                | 6,732          | 507,698                    | 2,101               | 3,561                 | 5,662             | 502,036           | 507,698                          | 0                    |
| St Stephen, Lachine                              | 7,567          | 1,042,814        | 0                | 0              | 1,050,381                  | 1,368               | 0                     | 1,368             | 1,049,013         | 1,050,381                        | 0                    |
| Church of the Resurrection, Valois               | 26,876         | 221,385          | 206,373          | 4,777          | 459,411                    | 1,784               | 0                     | 1,784             | 457,627           | 459,411                          | 11,686               |
| <b>Deanery Totals</b>                            | <b>138,473</b> | <b>1,886,948</b> | <b>1,708,156</b> | <b>24,648</b>  | <b>3,758,225</b>           | <b>10,209</b>       | <b>16,700</b>         | <b>26,909</b>     | <b>3,731,316</b>  | <b>3,758,225</b>                 | <b>32,902</b>        |
| <b>Deanery of Ste-Anne</b>                       |                |                  |                  |                |                            |                     |                       |                   |                   |                                  |                      |
| Christ Church, Beaufort                          | 76,317         | 0                | 0                | 0              | 76,317                     | 1,706               | 7,988                 | 9,694             | 66,623            | 76,317                           | 0                    |
| St George's, Sainte-Anne-de-Bellevue             | 373,117        | 350,000          | 0                | 41,299         | 764,416                    | 99,435              | 667,291               | 766,726           | -2,310            | 764,416                          | 0                    |
| St James', Hudson                                | 72,780         | 815,686          | 2                | 117,300        | 1,005,768                  | 7,414               | 0                     | 7,414             | 998,354           | 1,005,768                        | 77,004               |
| St Mary, Como                                    | 0              | 294,578          | 0                | 28,053         | 322,631                    | 0                   | 0                     | 0                 | 322,631           | 322,631                          | 0                    |
| Evergreen Anglican Community                     | 0              | 0                | 0                | 0              | 0                          | 0                   | 0                     | 0                 | 0                 | 0                                | 0                    |
| St Mary's, Kirkland                              | 56,222         | 1,813            | 2,095,000        | 0              | 2,153,035                  | 31,166              | 75,706                | 106,872           | 2,046,163         | 2,153,035                        | 0                    |
| St Michael and All Angels                        | 30,422         | 0                | 0                | 0              | 30,422                     | 560,856             | 0                     | 560,856           | -530,434          | 30,422                           | 0                    |
| St Mark's, Valleyfield                           | 10,510         | 0                | 0                | 0              | 10,510                     | 0                   | 0                     | 0                 | 10,510            | 10,510                           | 0                    |
| St John's, Huntington                            | 90,861         | 165,866          | 2,086,663        | 0              | 2,343,390                  | 0                   | 0                     | 0                 | 2,343,390         | 2,343,390                        | 0                    |
| St James', Ormstown                              | 34,212         | 20,646           | 0                | 0              | 54,859                     | 0                   | 0                     | 0                 | 54,859            | 54,859                           | 0                    |
| <b>Deanery Totals</b>                            | <b>744,441</b> | <b>1,648,589</b> | <b>4,181,665</b> | <b>186,652</b> | <b>6,761,348</b>           | <b>700,577</b>      | <b>750,985</b>        | <b>1,451,562</b>  | <b>5,309,786</b>  | <b>6,761,348</b>                 | <b>77,004</b>        |



## Summary of Statistics - 2015

|  | 2015      | 2014      | Increase<br>(Decrease) % |
|--|-----------|-----------|--------------------------|
| Number of Parishes                                   | 84        | 85        | -1.2%                    |
| Number of Congregations                              | 90        | 91        | -1.1%                    |
| <b>Measures of Congregational Size</b>               |           |           |                          |
| 3. Persons on parish rolls                           | 8,833     | 10,134    | -12.8%                   |
| 4. Members confirmed as Anglicans                    | 4,188     | 4,994     | -16.1%                   |
| 6. Identified givers                                 | 4,928     | 4,873     | 1.1%                     |
| 9. Average Sunday or equivalent attendance           | 3,129     | 3,192     | -2.0%                    |
| <b>Worship &amp; Sacraments</b>                      |           |           |                          |
| 12a. Baptisms  | 225       | 219       | 2.5%                     |
| 12b. Reaffirmation of Baptismal Vows                 | 36        | 16        | 125.0%                   |
| 13. Confirmations                                    | 30        | 53        | -43.4%                   |
| 14. Persons received from other denominations        | 58        | 66        | -12.1%                   |
| 15. Marriages  | 103       | 114       | -9.6%                    |
| 16. Burials, all locations                           | 321       | 282       | 13.8%                    |
| 24a. Clergy (equivalent to full-time)                | 45        | 45        | 0.0%                     |
| 24b. Lay Pastoral Workers (equivalent to full-time)  | 12        | 12        | 0.0%                     |
| <b>Parochial Income (Regular and Extraordinary)</b>  |           |           |                          |
| 26. Donations by Committed Givers                    | 3,296,655 | 3,264,301 | 1.0%                     |
| 28. Total givings by individuals                     | 4,055,236 | 3,836,408 | 5.7%                     |
| 29. Investment income                                | 787,341   | 755,135   | 4.3%                     |
| 30. Income from rentals                              | 1,597,709 | 1,519,803 | 5.1%                     |
| 31. Income from all other sources                    | 795,294   | 775,430   | 2.6%                     |
| 49. (Loss) gain on sale of property and investments  | -87,880   | 597,270   | -114.7%                  |
| 51. Bequests/legacies                                | 276,874   | 756,983   | -63.4%                   |
| <b>Parochial Expenditures</b>                        |           |           |                          |
| 33. Stipend for Rectors                              | 1,755,905 | 1,732,686 | 1.3%                     |
| 34. Stipend for Curates or Assistant Clergy          | 114,362   | 100,750   | 13.5%                    |
| Total Clergy Stipends                                | 1,870,266 | 1,833,436 | 2.0%                     |
| 36. Salaries of Lay Pastoral Workers                 | 890,887   | 871,797   | 2.2%                     |
| 35&37. All Pension and Benefits                      | 606,273   | 615,374   | -1.5%                    |
| 38. Rectory Expenses (incl. rectory debt repayments) | 213,368   | 201,591   | 5.8%                     |
| 39. Other Ministry Expenses                          | 462,876   | 318,424   | 45.4%                    |
| 40. Church and Hall Operating and Maintenance        | 2,253,789 | 2,299,168 | -2.0%                    |
| 42. Diocesan Assessment                              | 912,210   | 935,365   | -2.5%                    |
| 43. All Other Current Expenses                       | 985,994   | 992,903   | -0.7%                    |
| <b>Other</b>   |           |           |                          |
| Average Attendance versus Total on Rolls             | 35%       | 31.5%     | 12.5%                    |
| Total Givings versus Total Income                    | 56%       | 55.7%     | 0.6%                     |
| Average contribution per Identified giver            | \$ 669    | \$670     | -0.1%                    |

*Truth & Reconciliation: Anglicans Respond*

**CONVENING CIRCULAR  
OF THE 157<sup>TH</sup>  
SYNOD  
2016**

**ADDITIONAL DOCUMENTS**



ANGLICAN DI $\oplus$ CESE MONTREAL

*Vérité et Réconciliation: Les Anglicans Répondent*

**CONVOCAATION  
AU 157<sup>E</sup>  
SYNODE  
2016**

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Truth and  
Reconciliation  
Commission of Canada

# **Truth and Reconciliation Commission of Canada: Calls to Action**



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**2015**

Truth and Reconciliation Commission of Canada, 2012

1500-360 Main Street

Winnipeg, Manitoba

R3C 3Z3

Telephone: (204) 984-5885

Toll Free: 1-888-872-5554 (1-888-TRC-5554)

Fax: (204) 984-5915

E-mail: [info@trc.ca](mailto:info@trc.ca)

Website: [www.trc.ca](http://www.trc.ca)

# Calls to Action

In order to redress the legacy of residential schools and advance the process of Canadian reconciliation, the Truth and Reconciliation Commission makes the following calls to action.

## Legacy

### CHILD WELFARE

1. We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by:
  - i. Monitoring and assessing neglect investigations.
  - ii. Providing adequate resources to enable Aboriginal communities and child-welfare organizations to keep Aboriginal families together where it is safe to do so, and to keep children in culturally appropriate environments, regardless of where they reside.
  - iii. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools.
  - iv. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.
  - v. Requiring that all child-welfare decision makers consider the impact of the residential school experience on children and their caregivers.
2. We call upon the federal government, in collaboration with the provinces and territories, to prepare and
  - publish annual reports on the number of Aboriginal children (First Nations, Inuit, and Métis) who are in care, compared with non-Aboriginal children, as well as the reasons for apprehension, the total spending on preventive and care services by child-welfare agencies, and the effectiveness of various interventions.
3. We call upon all levels of government to fully implement Jordan's Principle.
4. We call upon the federal government to enact Aboriginal child-welfare legislation that establishes national standards for Aboriginal child apprehension and custody cases and includes principles that:
  - i. Affirm the right of Aboriginal governments to establish and maintain their own child-welfare agencies.
  - ii. Require all child-welfare agencies and courts to take the residential school legacy into account in their decision making.
  - iii. Establish, as an important priority, a requirement that placements of Aboriginal children into temporary and permanent care be culturally appropriate.
5. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate parenting programs for Aboriginal families.

### EDUCATION

6. We call upon the Government of Canada to repeal Section 43 of the *Criminal Code of Canada*.
7. We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate

educational and employment gaps between Aboriginal and non-Aboriginal Canadians.

8. We call upon the federal government to eliminate the discrepancy in federal education funding for First Nations children being educated on reserves and those First Nations children being educated off reserves.
9. We call upon the federal government to prepare and publish annual reports comparing funding for the education of First Nations children on and off reserves, as well as educational and income attainments of Aboriginal peoples in Canada compared with non-Aboriginal people.
10. We call on the federal government to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles:
  - i. Providing sufficient funding to close identified educational achievement gaps within one generation.
  - ii. Improving education attainment levels and success rates.
  - iii. Developing culturally appropriate curricula.
  - iv. Protecting the right to Aboriginal languages, including the teaching of Aboriginal languages as credit courses.
  - v. Enabling parental and community responsibility, control, and accountability, similar to what parents enjoy in public school systems.
  - vi. Enabling parents to fully participate in the education of their children.
  - vii. Respecting and honouring Treaty relationships.
11. We call upon the federal government to provide adequate funding to end the backlog of First Nations students seeking a post-secondary education.
12. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.

#### **LANGUAGE AND CULTURE**

13. We call upon the federal government to acknowledge that Aboriginal rights include Aboriginal language rights.

14. We call upon the federal government to enact an Aboriginal Languages Act that incorporates the following principles:
  - i. Aboriginal languages are a fundamental and valued element of Canadian culture and society, and there is an urgency to preserve them.
  - ii. Aboriginal language rights are reinforced by the Treaties.
  - iii. The federal government has a responsibility to provide sufficient funds for Aboriginal-language revitalization and preservation.
  - iv. The preservation, revitalization, and strengthening of Aboriginal languages and cultures are best managed by Aboriginal people and communities.
  - v. Funding for Aboriginal language initiatives must reflect the diversity of Aboriginal languages.
15. We call upon the federal government to appoint, in consultation with Aboriginal groups, an Aboriginal Languages Commissioner. The commissioner should help promote Aboriginal languages and report on the adequacy of federal funding of Aboriginal-languages initiatives.
16. We call upon post-secondary institutions to create university and college degree and diploma programs in Aboriginal languages.
17. We call upon all levels of government to enable residential school Survivors and their families to reclaim names changed by the residential school system by waiving administrative costs for a period of five years for the name-change process and the revision of official identity documents, such as birth certificates, passports, driver's licenses, health cards, status cards, and social insurance numbers.

#### **HEALTH**

18. We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.
19. We call upon the federal government, in consultation with Aboriginal peoples, to establish measurable goals to identify and close the gaps in health outcomes

between Aboriginal and non-Aboriginal communities, and to publish annual progress reports and assess long-term trends. Such efforts would focus on indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.

20. In order to address the jurisdictional disputes concerning Aboriginal people who do not reside on reserves, we call upon the federal government to recognize, respect, and address the distinct health needs of the Métis, Inuit, and off-reserve Aboriginal peoples.
21. We call upon the federal government to provide sustainable funding for existing and new Aboriginal healing centres to address the physical, mental, emotional, and spiritual harms caused by residential schools, and to ensure that the funding of healing centres in Nunavut and the Northwest Territories is a priority.
22. We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.
23. We call upon all levels of government to:
  - i. Increase the number of Aboriginal professionals working in the health-care field.
  - ii. Ensure the retention of Aboriginal health-care providers in Aboriginal communities.
  - iii. Provide cultural competency training for all health-care professionals.
24. We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

## JUSTICE

25. We call upon the federal government to establish a written policy that reaffirms the independence of the

Royal Canadian Mounted Police to investigate crimes in which the government has its own interest as a potential or real party in civil litigation.

26. We call upon the federal, provincial, and territorial governments to review and amend their respective statutes of limitations to ensure that they conform to the principle that governments and other entities cannot rely on limitation defences to defend legal actions of historical abuse brought by Aboriginal people.
27. We call upon the Federation of Law Societies of Canada to ensure that lawyers receive appropriate cultural competency training, which includes the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.
28. We call upon law schools in Canada to require all law students to take a course in Aboriginal people and the law, which includes the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.
29. We call upon the parties and, in particular, the federal government, to work collaboratively with plaintiffs not included in the Indian Residential Schools Settlement Agreement to have disputed legal issues determined expeditiously on an agreed set of facts.
30. We call upon federal, provincial, and territorial governments to commit to eliminating the overrepresentation of Aboriginal people in custody over the next decade, and to issue detailed annual reports that monitor and evaluate progress in doing so.
31. We call upon the federal, provincial, and territorial governments to provide sufficient and stable funding to implement and evaluate community sanctions that will provide realistic alternatives to imprisonment for Aboriginal offenders and respond to the underlying causes of offending.
32. We call upon the federal government to amend the Criminal Code to allow trial judges, upon giving reasons, to depart from mandatory minimum sentences and restrictions on the use of conditional sentences.



33. We call upon the federal, provincial, and territorial governments to recognize as a high priority the need to address and prevent Fetal Alcohol Spectrum Disorder (FASD), and to develop, in collaboration with Aboriginal people, FASD preventive programs that can be delivered in a culturally appropriate manner.
34. We call upon the governments of Canada, the provinces, and territories to undertake reforms to the criminal justice system to better address the needs of offenders with Fetal Alcohol Spectrum Disorder (FASD), including:
  - i. Providing increased community resources and powers for courts to ensure that FASD is properly diagnosed, and that appropriate community supports are in place for those with FASD.
  - ii. Enacting statutory exemptions from mandatory minimum sentences of imprisonment for offenders affected by FASD.
  - iii. Providing community, correctional, and parole resources to maximize the ability of people with FASD to live in the community.
  - iv. Adopting appropriate evaluation mechanisms to measure the effectiveness of such programs and ensure community safety.
35. We call upon the federal government to eliminate barriers to the creation of additional Aboriginal healing lodges within the federal correctional system.
36. We call upon the federal, provincial, and territorial governments to work with Aboriginal communities to provide culturally relevant services to inmates on issues such as substance abuse, family and domestic violence, and overcoming the experience of having been sexually abused.
37. We call upon the federal government to provide more supports for Aboriginal programming in halfway houses and parole services.
38. We call upon the federal, provincial, territorial, and Aboriginal governments to commit to eliminating the overrepresentation of Aboriginal youth in custody over the next decade.
39. We call upon the federal government to develop a national plan to collect and publish data on the criminal victimization of Aboriginal people, including data related to homicide and family violence victimization.
40. We call on all levels of government, in collaboration with Aboriginal people, to create adequately funded and accessible Aboriginal-specific victim programs and services with appropriate evaluation mechanisms.
41. We call upon the federal government, in consultation with Aboriginal organizations, to appoint a public inquiry into the causes of, and remedies for, the disproportionate victimization of Aboriginal women and girls. The inquiry's mandate would include:
  - i. Investigation into missing and murdered Aboriginal women and girls.
  - ii. Links to the intergenerational legacy of residential schools.
42. We call upon the federal, provincial, and territorial governments to commit to the recognition and implementation of Aboriginal justice systems in a manner consistent with the Treaty and Aboriginal rights of Aboriginal peoples, the *Constitution Act, 1982*, and the *United Nations Declaration on the Rights of Indigenous Peoples*, endorsed by Canada in November 2012.

## Reconciliation

### **CANADIAN GOVERNMENTS AND THE UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLE**

43. We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the *United Nations Declaration on the Rights of Indigenous Peoples* as the framework for reconciliation.
44. We call upon the Government of Canada to develop a national action plan, strategies, and other concrete measures to achieve the goals of the *United Nations Declaration on the Rights of Indigenous Peoples*.

### **ROYAL PROCLAMATION AND COVENANT OF RECONCILIATION**

45. We call upon the Government of Canada, on behalf of all Canadians, to jointly develop with Aboriginal peoples a Royal Proclamation of Reconciliation to be issued by the Crown. The proclamation would build on the Royal Proclamation of 1763 and the Treaty of Niagara of 1764, and reaffirm the nation-to-nation relationship between Aboriginal peoples and the Crown. The proclamation would include, but not be limited to, the following commitments:

- i. Repudiate concepts used to justify European sovereignty over Indigenous lands and peoples such as the Doctrine of Discovery and *terra nullius*.
  - ii. Adopt and implement the *United Nations Declaration on the Rights of Indigenous Peoples* as the framework for reconciliation.
  - iii. Renew or establish Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships into the future.
  - iv. Reconcile Aboriginal and Crown constitutional and legal orders to ensure that Aboriginal peoples are full partners in Confederation, including the recognition and integration of Indigenous laws and legal traditions in negotiation and implementation processes involving Treaties, land claims, and other constructive agreements.
46. We call upon the parties to the Indian Residential Schools Settlement Agreement to develop and sign a Covenant of Reconciliation that would identify principles for working collaboratively to advance reconciliation in Canadian society, and that would include, but not be limited to:
- i. Reaffirmation of the parties' commitment to reconciliation.
  - ii. Repudiation of concepts used to justify European sovereignty over Indigenous lands and peoples, such as the Doctrine of Discovery and *terra nullius*, and the reformation of laws, governance structures, and policies within their respective institutions that continue to rely on such concepts.
  - iii. Full adoption and implementation of the *United Nations Declaration on the Rights of Indigenous Peoples* as the framework for reconciliation.
  - iv. Support for the renewal or establishment of Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships into the future.
  - v. Enabling those excluded from the Settlement Agreement to sign onto the Covenant of Reconciliation.
  - vi. Enabling additional parties to sign onto the Covenant of Reconciliation.

47. We call upon federal, provincial, territorial, and municipal governments to repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and *terra nullius*, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts.

**SETTLEMENT AGREEMENT PARTIES AND THE UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES**

48. We call upon the church parties to the Settlement Agreement, and all other faith groups and interfaith social justice groups in Canada who have not already done so, to formally adopt and comply with the principles, norms, and standards of the *United Nations Declaration on the Rights of Indigenous Peoples* as a framework for reconciliation. This would include, but not be limited to, the following commitments:
- i. Ensuring that their institutions, policies, programs, and practices comply with the *United Nations Declaration on the Rights of Indigenous Peoples*.
  - ii. Respecting Indigenous peoples' right to self-determination in spiritual matters, including the right to practise, develop, and teach their own spiritual and religious traditions, customs, and ceremonies, consistent with Article 12:1 of the *United Nations Declaration on the Rights of Indigenous Peoples*.
  - iii. Engaging in ongoing public dialogue and actions to support the *United Nations Declaration on the Rights of Indigenous Peoples*.
  - iv. Issuing a statement no later than March 31, 2016, from all religious denominations and faith groups, as to how they will implement the *United Nations Declaration on the Rights of Indigenous Peoples*.
49. We call upon all religious denominations and faith groups who have not already done so to repudiate concepts used to justify European sovereignty over Indigenous lands and peoples, such as the Doctrine of Discovery and *terra nullius*.

**EQUITY FOR ABORIGINAL PEOPLE IN THE LEGAL SYSTEM**

50. In keeping with the *United Nations Declaration on the Rights of Indigenous Peoples*, we call upon the federal government, in collaboration with Aboriginal organizations, to fund the establishment of Indigenous law institutes for the development, use, and

understanding of Indigenous laws and access to justice in accordance with the unique cultures of Aboriginal peoples in Canada.

51. We call upon the Government of Canada, as an obligation of its fiduciary responsibility, to develop a policy of transparency by publishing legal opinions it develops and upon which it acts or intends to act, in regard to the scope and extent of Aboriginal and Treaty rights.
52. We call upon the Government of Canada, provincial and territorial governments, and the courts to adopt the following legal principles:
  - i. Aboriginal title claims are accepted once the Aboriginal claimant has established occupation over a particular territory at a particular point in time.
  - ii. Once Aboriginal title has been established, the burden of proving any limitation on any rights arising from the existence of that title shifts to the party asserting such a limitation.

#### **NATIONAL COUNCIL FOR RECONCILIATION**

53. We call upon the Parliament of Canada, in consultation and collaboration with Aboriginal peoples, to enact legislation to establish a National Council for Reconciliation. The legislation would establish the council as an independent, national, oversight body with membership jointly appointed by the Government of Canada and national Aboriginal organizations, and consisting of Aboriginal and non-Aboriginal members. Its mandate would include, but not be limited to, the following:
  - i. Monitor, evaluate, and report annually to Parliament and the people of Canada on the Government of Canada's post-apology progress on reconciliation to ensure that government accountability for reconciling the relationship between Aboriginal peoples and the Crown is maintained in the coming years.
  - ii. Monitor, evaluate, and report to Parliament and the people of Canada on reconciliation progress across all levels and sectors of Canadian society, including the implementation of the Truth and Reconciliation Commission of Canada's Calls to Action.
  - iii. Develop and implement a multi-year National Action Plan for Reconciliation, which includes research and policy development, public education programs, and resources.

- iv. Promote public dialogue, public/private partnerships, and public initiatives for reconciliation.

54. We call upon the Government of Canada to provide multi-year funding for the National Council for Reconciliation to ensure that it has the financial, human, and technical resources required to conduct its work, including the endowment of a National Reconciliation Trust to advance the cause of reconciliation.
55. We call upon all levels of government to provide annual reports or any current data requested by the National Council for Reconciliation so that it can report on the progress towards reconciliation. The reports or data would include, but not be limited to:
  - i. The number of Aboriginal children—including Métis and Inuit children—in care, compared with non-Aboriginal children, the reasons for apprehension, and the total spending on preventive and care services by child-welfare agencies.
  - ii. Comparative funding for the education of First Nations children on and off reserves.
  - iii. The educational and income attainments of Aboriginal peoples in Canada compared with non-Aboriginal people.
  - iv. Progress on closing the gaps between Aboriginal and non-Aboriginal communities in a number of health indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.
  - v. Progress on eliminating the overrepresentation of Aboriginal children in youth custody over the next decade.
  - vi. Progress on reducing the rate of criminal victimization of Aboriginal people, including data related to homicide and family violence victimization and other crimes.
  - vii. Progress on reducing the overrepresentation of Aboriginal people in the justice and correctional systems.
56. We call upon the prime minister of Canada to formally respond to the report of the National Council for Reconciliation by issuing an annual "State of Aboriginal Peoples" report, which would outline the government's plans for advancing the cause of reconciliation.

## PROFESSIONAL DEVELOPMENT AND TRAINING FOR PUBLIC SERVANTS

57. We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

## CHURCH APOLOGIES AND RECONCILIATION

58. We call upon the Pope to issue an apology to Survivors, their families, and communities for the Roman Catholic Church's role in the spiritual, cultural, emotional, physical, and sexual abuse of First Nations, Inuit, and Métis children in Catholic-run residential schools. We call for that apology to be similar to the 2010 apology issued to Irish victims of abuse and to occur within one year of the issuing of this Report and to be delivered by the Pope in Canada.
59. We call upon church parties to the Settlement Agreement to develop ongoing education strategies to ensure that their respective congregations learn about their church's role in colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities were necessary.
60. We call upon leaders of the church parties to the Settlement Agreement and all other faiths, in collaboration with Indigenous spiritual leaders, Survivors, schools of theology, seminaries, and other religious training centres, to develop and teach curriculum for all student clergy, and all clergy and staff who work in Aboriginal communities, on the need to respect Indigenous spirituality in its own right, the history and legacy of residential schools and the roles of the church parties in that system, the history and legacy of religious conflict in Aboriginal families and communities, and the responsibility that churches have to mitigate such conflicts and prevent spiritual violence.
61. We call upon church parties to the Settlement Agreement, in collaboration with Survivors and representatives of Aboriginal organizations, to establish permanent funding to Aboriginal people for:
- i. Community-controlled healing and reconciliation projects.

- ii. Community-controlled culture- and language-revitalization projects.
- iii. Community-controlled education and relationship-building projects.
- iv. Regional dialogues for Indigenous spiritual leaders and youth to discuss Indigenous spirituality, self-determination, and reconciliation.

## EDUCATION FOR RECONCILIATION

62. We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to:
- i. Make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade Twelve students.
  - ii. Provide the necessary funding to post-secondary institutions to educate teachers on how to integrate Indigenous knowledge and teaching methods into classrooms.
  - iii. Provide the necessary funding to Aboriginal schools to utilize Indigenous knowledge and teaching methods in classrooms.
  - iv. Establish senior-level positions in government at the assistant deputy minister level or higher dedicated to Aboriginal content in education.
63. We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal education issues, including:
- i. Developing and implementing Kindergarten to Grade Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the history and legacy of residential schools.
  - ii. Sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history.
  - iii. Building student capacity for intercultural understanding, empathy, and mutual respect.
  - iv. Identifying teacher-training needs relating to the above.
64. We call upon all levels of government that provide public funds to denominational schools to require such schools to provide an education on comparative religious studies, which must include a segment on

Aboriginal spiritual beliefs and practices developed in collaboration with Aboriginal Elders.

65. We call upon the federal government, through the Social Sciences and Humanities Research Council, and in collaboration with Aboriginal peoples, post-secondary institutions and educators, and the National Centre for Truth and Reconciliation and its partner institutions, to establish a national research program with multi-year funding to advance understanding of reconciliation.

#### **YOUTH PROGRAMS**

66. We call upon the federal government to establish multi-year funding for community-based youth organizations to deliver programs on reconciliation, and establish a national network to share information and best practices.

#### **MUSEUMS AND ARCHIVES**

67. We call upon the federal government to provide funding to the Canadian Museums Association to undertake, in collaboration with Aboriginal peoples, a national review of museum policies and best practices to determine the level of compliance with the *United Nations Declaration on the Rights of Indigenous Peoples* and to make recommendations.
68. We call upon the federal government, in collaboration with Aboriginal peoples, and the Canadian Museums Association to mark the 150th anniversary of Canadian Confederation in 2017 by establishing a dedicated national funding program for commemoration projects on the theme of reconciliation.
69. We call upon Library and Archives Canada to:
- i. Fully adopt and implement the *United Nations Declaration on the Rights of Indigenous Peoples* and the *United Nations Joint-Orientlicher Principles*, as related to Aboriginal peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools.
  - ii. Ensure that its record holdings related to residential schools are accessible to the public.
  - iii. Commit more resources to its public education materials and programming on residential schools.
70. We call upon the federal government to provide funding to the Canadian Association of Archivists to undertake, in collaboration with Aboriginal peoples, a national review of archival policies and best practices to:

- i. Determine the level of compliance with the *United Nations Declaration on the Rights of Indigenous Peoples* and the *United Nations Joint-Orientlicher Principles*, as related to Aboriginal peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools.
- ii. Produce a report with recommendations for full implementation of these international mechanisms as a reconciliation framework for Canadian archives.

#### **MISSING CHILDREN AND BURIAL INFORMATION**

71. We call upon all chief coroners and provincial vital statistics agencies that have not provided to the Truth and Reconciliation Commission of Canada their records on the deaths of Aboriginal children in the care of residential school authorities to make these documents available to the National Centre for Truth and Reconciliation.
72. We call upon the federal government to allocate sufficient resources to the National Centre for Truth and Reconciliation to allow it to develop and maintain the National Residential School Student Death Register established by the Truth and Reconciliation Commission of Canada.
73. We call upon the federal government to work with churches, Aboriginal communities, and former residential school students to establish and maintain an online registry of residential school cemeteries, including, where possible, plot maps showing the location of deceased residential school children.
74. We call upon the federal government to work with the churches and Aboriginal community leaders to inform the families of children who died at residential schools of the child's burial location, and to respond to families' wishes for appropriate commemoration ceremonies and markers, and reburial in home communities where requested.
75. We call upon the federal government to work with provincial, territorial, and municipal governments, churches, Aboriginal communities, former residential school students, and current landowners to develop and implement strategies and procedures for the ongoing identification, documentation, maintenance, commemoration, and protection of residential school cemeteries or other sites at which residential school children were buried. This is to include the provision of

appropriate memorial ceremonies and commemorative markers to honour the deceased children.

76. We call upon the parties engaged in the work of documenting, maintaining, commemorating, and protecting residential school cemeteries to adopt strategies in accordance with the following principles:
- i. The Aboriginal community most affected shall lead the development of such strategies.
  - ii. Information shall be sought from residential school Survivors and other Knowledge Keepers in the development of such strategies.
  - iii. Aboriginal protocols shall be respected before any potentially invasive technical inspection and investigation of a cemetery site.

#### **NATIONAL CENTRE FOR TRUTH AND RECONCILIATION**

77. We call upon provincial, territorial, municipal, and community archives to work collaboratively with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system, and to provide these to the National Centre for Truth and Reconciliation.
78. We call upon the Government of Canada to commit to making a funding contribution of \$10 million over seven years to the National Centre for Truth and Reconciliation, plus an additional amount to assist communities to research and produce histories of their own residential school experience and their involvement in truth, healing, and reconciliation.

#### **COMMEMORATION**

79. We call upon the federal government, in collaboration with Survivors, Aboriginal organizations, and the arts community, to develop a reconciliation framework for Canadian heritage and commemoration. This would include, but not be limited to:
- i. Amending the Historic Sites and Monuments Act to include First Nations, Inuit, and Métis representation on the Historic Sites and Monuments Board of Canada and its Secretariat.
  - ii. Revising the policies, criteria, and practices of the National Program of Historical Commemoration to integrate Indigenous history, heritage values, and memory practices into Canada's national heritage and history.

- iii. Developing and implementing a national heritage plan and strategy for commemorating residential school sites, the history and legacy of residential schools, and the contributions of Aboriginal peoples to Canada's history.

80. We call upon the federal government, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.
81. We call upon the federal government, in collaboration with Survivors and their organizations, and other parties to the Settlement Agreement, to commission and install a publicly accessible, highly visible, Residential Schools National Monument in the city of Ottawa to honour Survivors and all the children who were lost to their families and communities.
82. We call upon provincial and territorial governments, in collaboration with Survivors and their organizations, and other parties to the Settlement Agreement, to commission and install a publicly accessible, highly visible, Residential Schools Monument in each capital city to honour Survivors and all the children who were lost to their families and communities.
83. We call upon the Canada Council for the Arts to establish, as a funding priority, a strategy for Indigenous and non-Indigenous artists to undertake collaborative projects and produce works that contribute to the reconciliation process.

#### **MEDIA AND RECONCILIATION**

84. We call upon the federal government to restore and increase funding to the CBC/Radio-Canada, to enable Canada's national public broadcaster to support reconciliation, and be properly reflective of the diverse cultures, languages, and perspectives of Aboriginal peoples, including, but not limited to:
- i. Increasing Aboriginal programming, including Aboriginal-language speakers.
  - ii. Increasing equitable access for Aboriginal peoples to jobs, leadership positions, and professional development opportunities within the organization.
  - iii. Continuing to provide dedicated news coverage and online public information resources on issues of concern to Aboriginal peoples and all Canadians,

including the history and legacy of residential schools and the reconciliation process.

85. We call upon the Aboriginal Peoples Television Network, as an independent non-profit broadcaster with programming by, for, and about Aboriginal peoples, to support reconciliation, including but not limited to:
- i. Continuing to provide leadership in programming and organizational culture that reflects the diverse cultures, languages, and perspectives of Aboriginal peoples.
  - ii. Continuing to develop media initiatives that inform and educate the Canadian public, and connect Aboriginal and non-Aboriginal Canadians.
86. We call upon Canadian journalism programs and media schools to require education for all students on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations.

#### **SPORTS AND RECONCILIATION**

87. We call upon all levels of government, in collaboration with Aboriginal peoples, sports halls of fame, and other relevant organizations, to provide public education that tells the national story of Aboriginal athletes in history.
88. We call upon all levels of government to take action to ensure long-term Aboriginal athlete development and growth, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.
89. We call upon the federal government to amend the Physical Activity and Sport Act to support reconciliation by ensuring that policies to promote physical activity as a fundamental element of health and well-being, reduce barriers to sports participation, increase the pursuit of excellence in sport, and build capacity in the Canadian sport system, are inclusive of Aboriginal peoples.
90. We call upon the federal government to ensure that national sports policies, programs, and initiatives are inclusive of Aboriginal peoples, including, but not limited to, establishing:
- i. In collaboration with provincial and territorial governments, stable funding for, and access to, community sports programs that reflect the diverse

cultures and traditional sporting activities of Aboriginal peoples.

- ii. An elite athlete development program for Aboriginal athletes.
  - iii. Programs for coaches, trainers, and sports officials that are culturally relevant for Aboriginal peoples.
  - iv. Anti-racism awareness and training programs.
91. We call upon the officials and host countries of international sporting events such as the Olympics, Pan Am, and Commonwealth games to ensure that Indigenous peoples' territorial protocols are respected, and local Indigenous communities are engaged in all aspects of planning and participating in such events.

#### **BUSINESS AND RECONCILIATION**

92. We call upon the corporate sector in Canada to adopt the *United Nations Declaration on the Rights of Indigenous Peoples* as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:
- i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
  - ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
  - iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

#### **NEWCOMERS TO CANADA**

93. We call upon the federal government, in collaboration with the national Aboriginal organizations, to revise the information kit for newcomers to Canada and its citizenship test to reflect a more inclusive history of the diverse Aboriginal peoples of Canada, including

information about the Treaties and the history of residential schools.

94. We call upon the Government of Canada to replace the Oath of Citizenship with the following:

I swear (or affirm) that I will be faithful and bear true allegiance to Her Majesty Queen Elizabeth II, Queen of Canada, Her Heirs and Successors, and that I will faithfully observe the laws of Canada including Treaties with Indigenous Peoples, and fulfill my duties as a Canadian citizen.



## Truth and Reconciliation Commission of Canada

1500-360 Main Street

Winnipeg, Manitoba

R3C 3Z3

Telephone: (204) 984-5885

Toll Free: 1-888-872-5554 (1-888-TRC-5554)

Fax: (204) 984-5915

E-mail: [info@trc.ca](mailto:info@trc.ca)

Website: [www.trc.ca](http://www.trc.ca)



Commission de  
vérité et  
réconciliation  
du Canada

# **Commission de vérité et réconciliation du Canada : Appels à l'action**



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**2012**

Commission de vérité et réconciliation du Canada  
360, rue Main, bureau 1500  
Winnipeg (Manitoba)  
R3C 3Z3  
Téléphone : 204-984-5885  
Numéro sans frais : 1-888-872-5554 (1-888-TRC-5554)  
Télécopieur : 204-984-5915  
Courrier électronique : [info@trc.ca](mailto:info@trc.ca)  
Site Web : [www.trc.ca](http://www.trc.ca)

# Appels à l'action

Afin de remédier aux séquelles laissées par les pensionnats et de faire avancer le processus de réconciliation, la Commission de vérité et réconciliation lance les appels à l'action ci après.

## Séquelles

### PROTECTION DE L'ENFANCE

1. Nous demandons au gouvernement fédéral, aux gouvernements provinciaux et territoriaux de même qu'aux gouvernements autochtones de s'engager à réduire le nombre d'enfants autochtones pris en charge en ayant recours aux moyens suivants :
  - i. le contrôle et l'évaluation des enquêtes sur la négligence;
  - ii. l'affectation de ressources suffisantes pour permettre aux collectivités autochtones et aux organismes de protection de l'enfance de garder les familles autochtones ensemble, dans les cas où il est sécuritaire de le faire, et de garder les enfants dans des environnements adaptés à leur culture, quel que soit l'endroit où ils habitent;
  - iii. la prise de mesures pour voir à ce que les travailleurs sociaux et les autres intervenants qui mènent des enquêtes liées à la protection de l'enfance soient bien renseignés et formés en ce qui touche l'histoire et les répercussions des pensionnats;
  - iv. la prise de mesures pour voir à ce que les travailleurs sociaux et les autres intervenants qui mènent des enquêtes liées à la protection de l'enfance soient bien renseignés et formés au sujet de la possibilité que les familles et les collectivités autochtones représentent de meilleures solutions en vue de la guérison des familles;
- v. l'établissement d'une exigence selon laquelle tous les décideurs du milieu de la protection de l'enfance doivent tenir compte des répercussions de l'expérience des pensionnats sur les enfants et sur ceux qui leur fournissent des soins.
2. Nous demandons au gouvernement fédéral, en collaboration avec les provinces et les territoires, de préparer et de publier des rapports annuels sur le nombre d'enfants autochtones (Premières Nations, Inuits et Métis) qui sont pris en charge, par comparaison avec les enfants non autochtones, ainsi que sur les motifs de la prise en charge d'enfants par l'État, sur les dépenses totales engagées pour les besoins des services de prévention et de nature autre offerts par les organismes de protection de l'enfance, et sur l'efficacité des diverses interventions.
3. Nous demandons à tous les ordres de gouvernement de voir à la pleine mise en œuvre du principe de Jordan.
4. Nous demandons au gouvernement fédéral de mettre en place des dispositions législatives en matière de protection des enfants autochtones qui établissent des normes nationales en ce qui a trait aux cas de garde et de prise en charge par l'État concernant des enfants autochtones, et qui prévoient des principes qui :
  - i. confirment le droit des gouvernements autochtones d'établir et de maintenir en place leurs propres organismes de protection de l'enfance;
  - ii. exigent des organismes de protection de l'enfance et des tribunaux qu'ils tiennent compte dans leurs décisions des séquelles laissées par les pensionnats;

- iii. établissent, en tant que priorité de premier plan, une exigence selon laquelle le placement temporaire ou permanent des enfants autochtones le soit dans un milieu adapté à leur culture.
5. Nous demandons au gouvernement fédéral, aux gouvernements provinciaux et territoriaux de même qu'aux gouvernements autochtones d'élaborer des programmes d'éducation qui sont destinés aux parents et qui sont adaptés à la culture des familles autochtones.

### ÉDUCATION

6. Nous demandons au gouvernement du Canada d'abroger l'article 43 du *Code criminel* du Canada.
7. Nous demandons au gouvernement fédéral d'élaborer, de concert avec les groupes autochtones, une stratégie conjointe pour combler les écarts en matière d'éducation et d'emploi entre les Canadiens autochtones et les Canadiens non autochtones.
8. Nous demandons au gouvernement fédéral d'éliminer l'écart entre le financement en matière d'éducation qu'il verse pour les besoins des enfants des Premières Nations qui fréquentent des écoles dans les réserves et celui qu'il accorde pour les besoins des enfants des Premières Nations qui fréquentent des écoles à l'extérieur des réserves.
9. Nous demandons au gouvernement fédéral de préparer et de publier des rapports annuels sur le financement en matière d'éducation destiné aux enfants des Premières Nations dans les réserves par comparaison avec celui dont bénéficient les enfants des Premières Nations à l'extérieur des réserves, ainsi que sur les niveaux de scolarisation et le revenu des membres des peuples autochtones par rapport aux non-Autochtones au Canada.
10. Nous demandons au gouvernement fédéral d'élaborer de nouvelles dispositions législatives sur l'éducation des Autochtones, avec la pleine participation et le consentement éclairé des peuples autochtones. Plus précisément, nous demandons à ce que ces dispositions comprennent un engagement à l'égard d'un financement suffisant et intègrent des principes qui se traduisent par la réalisation de ce qui suit :
- i. fournir un financement suffisant pour combler les écarts mentionnés sur le plan des niveaux de scolarisation en une génération;
  - ii. améliorer les niveaux de scolarisation et les taux de réussite;

- iii. élaborer des programmes d'études adaptés à la culture;
  - iv. protéger le droit d'utiliser les langues autochtones, y compris en ce qui touche l'enseignement de telles langues dans le cadre de cours crédités;
  - v. voir à ce que les parents et la collectivité puissent assumer la responsabilité et le contrôle du système scolaire qui les concerne, et à ce qu'ils soient tenus de rendre des comptes à cet égard, de manière semblable à la situation des parents dans le système scolaire public;
  - vi. permettre aux parents de participer pleinement à l'éducation de leurs enfants;
  - vii. respecter et honorer les relations découlant des traités.
11. Nous demandons au gouvernement fédéral de fournir un financement adéquat pour remédier à l'insuffisance des places disponibles pour les élèves des Premières Nations qui souhaitent poursuivre des études postsecondaires.
12. Nous demandons au gouvernement fédéral, aux gouvernements provinciaux et territoriaux de même qu'aux gouvernements autochtones d'élaborer des programmes d'éducation de la petite enfance adaptés à la culture des familles autochtones.

### LANGUE ET CULTURE

13. Nous demandons au gouvernement fédéral de reconnaître que les droits des Autochtones comprennent les droits linguistiques autochtones.
14. Nous demandons au gouvernement fédéral d'adopter une loi sur les langues autochtones qui incorpore les principes suivants :
- i. les langues autochtones représentent une composante fondamentale et valorisée de la culture et de la société canadiennes, et il y a urgence de les préserver;
  - ii. les droits linguistiques autochtones sont renforcés par les traités;
  - iii. le gouvernement fédéral a la responsabilité de fournir des fonds suffisants pour la revitalisation et la préservation des langues autochtones;
  - iv. ce sont les peuples et les collectivités autochtones qui sont les mieux à même de gérer la préservation,

la revitalisation et le renforcement des langues et des cultures autochtones;

- v. le financement accordé pour les besoins des initiatives liées aux langues autochtones doit refléter la diversité de ces langues.

15. Nous demandons au gouvernement fédéral de nommer, à la suite de consultations avec les groupes autochtones, un commissaire aux langues autochtones. Plus précisément, nous demandons que ce commissaire soit chargé de contribuer à la promotion des langues autochtones et de présenter des comptes rendus sur l'efficacité du financement fédéral destiné aux initiatives liées aux langues autochtones.
16. Nous demandons aux établissements d'enseignement postsecondaire de créer des programmes et des diplômes collégiaux et universitaires en langues autochtones.
17. Nous demandons à tous les ordres de gouvernement de permettre aux survivants des pensionnats et à leurs familles de reprendre les noms qui ont été changés par le système des pensionnats en les exonérant des frais d'administration applicables dans le cadre du processus de changement de nom et de révision officielle des documents d'identité, comme les extraits de naissance, les passeports, les permis de conduire, les cartes santé, les certificats de statut d'Indien et la carte d'assurance sociale, et ce, pour une période de cinq ans.

## SANTÉ

18. Nous demandons au gouvernement fédéral, aux gouvernements provinciaux et territoriaux ainsi qu'aux gouvernements autochtones de reconnaître que la situation actuelle sur le plan de la santé des Autochtones au Canada est le résultat direct des politiques des précédents gouvernements canadiens, y compris en ce qui touche les pensionnats, et de reconnaître et de mettre en application les droits des Autochtones en matière de soins de santé tels qu'ils sont prévus par le droit international et le droit constitutionnel, de même que par les traités.
19. Nous demandons au gouvernement fédéral, en consultation avec les peuples autochtones, d'établir des objectifs quantifiables pour cerner et combler les écarts dans les résultats en matière de santé entre les collectivités autochtones et les collectivités non autochtones, en plus de publier des rapports d'étape annuels et d'évaluer les tendances à long terme à cet égard. Les efforts ainsi requis doivent s'orienter autour

de divers indicateurs, dont la mortalité infantile, la santé maternelle, le suicide, la santé mentale, la toxicomanie, l'espérance de vie, les taux de natalité, les problèmes de santé infantile, les maladies chroniques, la fréquence des cas de maladie et de blessure ainsi que la disponibilité de services de santé appropriés.

20. Afin de régler les conflits liés à la compétence en ce qui a trait aux Autochtones vivant à l'extérieur des réserves, nous demandons au gouvernement fédéral de reconnaître les besoins distincts en matière de santé des Métis, des Inuits et des Autochtones hors réserve, de respecter ces besoins et d'y répondre.
21. Nous demandons au gouvernement fédéral de fournir un financement à long terme pour les besoins des centres autochtones, nouveaux et de plus longue date, voués au traitement de problèmes de santé physique, mentale, émotionnelle et spirituelle avec lesquels doivent composer les Autochtones et qui découlent de leur expérience dans les pensionnats, et de veiller à accorder la priorité au financement de tels centres de traitement au Nunavut et dans les Territoires du Nord-Ouest.
22. Nous demandons aux intervenants qui sont à même d'apporter des changements au sein du système de soins de santé canadien de reconnaître la valeur des pratiques de guérison autochtones et d'utiliser ces pratiques dans le traitement de patients autochtones, en collaboration avec les aînés et les guérisseurs autochtones, lorsque ces patients en font la demande.
23. Nous demandons à tous les ordres de gouvernement :
  - i. de voir à l'accroissement du nombre de professionnels autochtones travaillant dans le domaine des soins de santé;
  - ii. de veiller au maintien en poste des Autochtones qui fournissent des soins de santé dans les collectivités autochtones;
  - iii. d'offrir une formation en matière de compétences culturelles à tous les professionnels de la santé.
24. Nous demandons aux écoles de médecine et aux écoles de sciences infirmières du Canada d'exiger que tous leurs étudiants suivent un cours portant sur les questions liées à la santé qui touchent les Autochtones, y compris en ce qui a trait à l'histoire et aux séquelles des pensionnats, à la Déclaration des Nations Unies sur les droits des peuples autochtones, aux traités et aux droits des Autochtones de même qu'aux enseignements et aux pratiques autochtones. À cet égard, il faudra,

plus particulièrement, offrir une formation axée sur les compétences pour ce qui est de l'aptitude interculturelle, du règlement de différends, des droits de la personne et de la lutte contre le racisme.

## JUSTICE

25. Nous demandons au gouvernement fédéral de rédiger une politique qui réaffirme l'indépendance de la Gendarmerie royale du Canada pour ce qui est d'enquêter sur les crimes à l'égard desquels le gouvernement a ses propres intérêts en tant que partie potentielle ou réelle dans un recours civil.
26. Nous demandons aux gouvernements fédéral, provinciaux et territoriaux d'examiner et de modifier leurs délais de prescription de telle sorte qu'ils soient conformes au principe selon lequel les gouvernements et les autres entités concernées ne peuvent invoquer la prescription comme moyen de défense à l'encontre d'une action en justice portée par les Autochtones en raison de la violence qu'ils ont subie par le passé.
27. Nous demandons à la Fédération des ordres professionnels de juristes du Canada de veiller à ce que les avocats reçoivent une formation appropriée en matière de compétences culturelles, y compris en ce qui a trait à l'histoire et aux séquelles des pensionnats, à la Déclaration des Nations Unies sur les droits des peuples autochtones, aux traités et aux droits des Autochtones, au droit autochtone de même qu'aux relations entre l'État et les Autochtones. À cet égard, il faudra, plus particulièrement, offrir une formation axée sur les compétences pour ce qui est de l'aptitude interculturelle, du règlement de différends, des droits de la personne et de la lutte contre le racisme.
28. Nous demandons aux écoles de droit du Canada d'exiger que tous leurs étudiants suivent un cours sur les peuples autochtones et le droit, y compris en ce qui a trait à l'histoire et aux séquelles des pensionnats, à la Déclaration des Nations Unies sur les droits des peuples autochtones, aux traités et aux droits des Autochtones, au droit autochtone de même qu'aux relations entre l'État et les Autochtones. À cet égard, il faudra, plus particulièrement, offrir une formation axée sur les compétences pour ce qui est de l'aptitude interculturelle, du règlement de différends, des droits de la personne et de la lutte contre le racisme.
29. Nous demandons aux parties concernées et, plus particulièrement, au gouvernement fédéral, de travailler en collaboration avec les demandeurs qui ne sont

pas visés par la Convention de règlement relative aux pensionnats indiens afin de cerner les questions en litige et d'établir rapidement une entente sur un ensemble de faits.

30. Nous demandons aux gouvernements fédéral, provinciaux et territoriaux de s'engager à éliminer, au cours de la prochaine décennie, la surreprésentation des Autochtones en détention et de publier des rapports annuels détaillés sur l'évaluation des progrès en ce sens.
31. Nous demandons aux gouvernements fédéral, provinciaux et territoriaux de procéder à une évaluation et d'établir des sanctions communautaires réalistes qui offriront des solutions de rechange à l'incarcération des délinquants autochtones, de fournir un financement suffisant et stable à cet égard et de cibler les causes sous-jacentes du comportement délinquant.
32. Nous demandons au gouvernement fédéral de modifier le *Code criminel* afin de permettre aux juges de première instance, avec motifs à l'appui, de déroger à l'imposition des peines minimales obligatoires de même qu'aux restrictions concernant le recours aux peines d'emprisonnement avec sursis.
33. Nous demandons aux gouvernements fédéral, provinciaux et territoriaux de reconnaître comme priorité de premier plan la nécessité d'aborder la question du trouble du spectre de l'alcoolisation fœtale (TSAF) et de prévenir ce trouble, en plus d'élaborer, en collaboration avec les Autochtones, des programmes de prévention du TSAF qui sont adaptés à la culture autochtone.
34. Nous demandons aux gouvernements du Canada, des provinces et des territoires d'entreprendre des réformes du système de justice pénale afin de mieux répondre aux besoins des délinquants atteints du TSAF; plus particulièrement, nous demandons la prise des mesures suivantes :
  - i. fournir des ressources communautaires et accroître les pouvoirs des tribunaux afin de s'assurer que le TSAF est diagnostiqué correctement et que des mesures de soutien communautaires sont en place pour les personnes atteintes de ce trouble;
  - ii. permettre des dérogations aux peines minimales obligatoires d'emprisonnement pour les délinquants atteints du TSAF;
  - iii. mettre à la disposition de la collectivité de même que des responsables des services correctionnels et des libérations conditionnelles les ressources qui

- leur permettront de maximiser les possibilités de vivre dans la collectivité pour les personnes atteintes du TSAF;
- iv. adopter des mécanismes d'évaluation appropriés pour mesurer l'efficacité des programmes en cause et garantir la sécurité de la collectivité.
35. Nous demandons au gouvernement fédéral d'éliminer les obstacles à la création de pavillons de ressourcement additionnels pour détenus autochtones au sein du système correctionnel fédéral.
  36. Nous demandons aux gouvernements fédéral, provinciaux et territoriaux de travailler avec les collectivités autochtones pour offrir des services culturellement adaptés aux détenus en ce qui concerne, notamment, la toxicomanie, la famille et la violence familiale de même que les difficultés auxquelles fait face une personne lorsqu'elle tente de surmonter les séquelles de la violence sexuelle.
  37. Nous demandons au gouvernement fédéral de fournir un plus grand soutien pour les besoins des programmes autochtones offerts dans des maisons de transition de même que des services de libération conditionnelle.
  38. Nous demandons au gouvernement fédéral, aux gouvernements provinciaux et territoriaux ainsi qu'aux gouvernements autochtones de s'engager à éliminer, au cours de la prochaine décennie, la surreprésentation des jeunes Autochtones en détention.
  39. Nous demandons au gouvernement fédéral d'élaborer un plan national pour recueillir et publier des données sur la victimisation criminelle des Autochtones, y compris des données sur les homicides et la victimisation liée à la violence familiale.
  40. Nous demandons à tous les ordres de gouvernement de créer, en collaboration avec les peuples autochtones, des programmes et des services suffisamment financés et faciles d'accès destinés expressément aux victimes autochtones, ainsi que des mécanismes d'évaluation appropriés.
  41. Nous demandons au gouvernement fédéral de nommer, à la suite de consultations avec des organisations autochtones, une commission d'enquête publique chargée de se pencher sur les causes de la disproportion de la victimisation des femmes et des jeunes filles autochtones, et sur les moyens possibles pour y remédier. Le mandat de la commission d'enquête devra comprendre, notamment :
    - i. la réalisation d'enquêtes sur la disparition et l'assassinat de femmes et de jeunes filles autochtones;
    - ii. l'établissement de liens avec les effets intergénérationnels des pensionnats autochtones.
42. Nous demandons aux gouvernements fédéral, provinciaux et territoriaux de s'engager à reconnaître et à mettre en œuvre un système de justice autochtone qui soit compatible avec les droits ancestraux et issus de traités des peuples autochtones, en plus d'être conforme à la *Loi constitutionnelle de 1982* et à la Déclaration des Nations Unies sur les droits des peuples autochtones à laquelle le Canada a adhéré en novembre 2012.
- ## Réconciliation
- ### LES GOUVERNEMENTS CANADIENS ET LA DÉCLARATION DES NATIONS UNIES SUR LES DROITS DES PEUPLES AUTOCHTONES
43. Nous demandons aux gouvernements fédéral, provinciaux et territoriaux de même qu'aux administrations municipales d'adopter et de mettre en œuvre la Déclaration des Nations Unies sur les droits des peuples autochtones dans le cadre de la réconciliation.
  44. Nous demandons au gouvernement du Canada d'élaborer un plan d'action et des stratégies de portée nationale de même que d'autres mesures concrètes pour atteindre les objectifs de la Déclaration des Nations Unies sur les droits des peuples autochtones.
- ### PROCLAMATION ROYALE ET PACTE DE RÉCONCILIATION
45. Nous demandons au gouvernement du Canada d'élaborer, en son nom et au nom de tous les Canadiens, et de concert avec les peuples autochtones, une proclamation royale de réconciliation qui sera publiée par l'État. La proclamation s'appuierait sur la Proclamation royale de 1763 et le Traité du Niagara de 1764, et réaffirmerait la relation de nation à nation entre les peuples autochtones et l'État. La proclamation comprendrait, mais sans s'y limiter, les engagements suivants :
    - i. répudier les concepts utilisés pour justifier la souveraineté des peuples européens sur les territoires et les peuples autochtones, notamment la doctrine de la découverte et le principe de *terra nullius* (territoire n'appartenant à personne);



- ii. adopter et mettre en œuvre la Déclaration des Nations Unies sur les droits des peuples autochtones dans le cadre de la réconciliation;
  - iii. établir des relations qui se rattachent aux traités et qui sont fondées sur les principes de la reconnaissance mutuelle, du respect mutuel et de la responsabilité partagée, et ce, de manière à ce qu'elles soient durables, ou renouveler les relations de ce type déjà nouées;
  - iv. concilier les affaires constitutionnelles et juridiques des peuples autochtones et de l'État pour s'assurer que les peuples autochtones sont des partenaires à part entière au sein de la Confédération, ce qui englobe la reconnaissance des lois et des traditions juridiques autochtones et leur intégration dans la négociation et la mise en œuvre des traités, des revendications territoriales et de toute autre entente constructive.
46. Nous demandons aux parties à la Convention de règlement relative aux pensionnats indiens d'élaborer et de signer un pacte de réconciliation qui fait part des principes de la collaboration voulue afin de promouvoir la réconciliation au sein de la société canadienne et qui comprend, notamment, mais sans s'y limiter :
- i. la réaffirmation de l'engagement des parties à l'égard de la réconciliation.
  - ii. la répudiation des concepts utilisés pour justifier la souveraineté des peuples européens sur les territoires et les peuples autochtones, notamment la doctrine de la découverte et le principe de *terra nullius*, de même que la réforme des lois, des structures de gouvernance et des politiques au sein des institutions qui s'appuient toujours sur ces concepts;
  - iii. la pleine adoption et la mise en œuvre complète de la Déclaration des Nations Unies sur les droits des peuples autochtones dans le cadre de la réconciliation;
  - iv. le soutien de l'établissement de relations qui se rattachent aux traités et qui sont fondées sur les principes de la reconnaissance mutuelle, du respect mutuel et de la responsabilité partagée, et ce, de manière à ce qu'elles soient durables, ou encore du renouvellement des relations de ce type déjà nouées;
  - v. l'octroi de la permission aux personnes exclues de la Convention de règlement de signer le pacte de réconciliation;
- vi. l'octroi de la permission à d'autres parties concernées de signer le pacte de réconciliation.
47. Nous demandons aux gouvernements fédéral, provinciaux, territoriaux et municipaux de rejeter les concepts ayant servi à justifier la souveraineté européenne sur les peuples et les territoires autochtones, comme la doctrine de la découverte et celle de la *terra nullius*, et de réformer les lois, les politiques gouvernementales et les stratégies d'instance qui continuent de s'appuyer sur de tels concepts.
- LES PARTIES À LA CONVENTION DE RÈGLEMENT ET LA DÉCLARATION DES NATIONS UNIES SUR LES DROITS DES PEUPLES AUTOCHTONES**
48. Nous demandons à l'Église, aux parties à la Convention de règlement et à tous les autres groupes confessionnels et interconfessionnels au Canada qui ne l'ont pas déjà fait d'adopter officiellement et de respecter les normes et les principes de la Déclaration des Nations Unies sur les droits des peuples autochtones en tant que cadre de réconciliation. Cela comprend, sans toutefois s'y limiter, les engagements suivants de la part des intervenants en cause :
- i. veiller à ce que leurs institutions, politiques, programmes et pratiques soient conformes à la Déclaration des Nations Unies sur les droits des peuples autochtones;
  - ii. respecter le droit à l'autodétermination des peuples autochtones dans les cas d'ordre spirituel, y compris le droit d'élaborer, de mettre en pratique et d'enseigner leurs propres traditions, coutumes et cérémonies religieuses et spirituelles, conformément à l'article 12:1 de la Déclaration des Nations Unies sur les droits des peuples autochtones;
  - iii. lancer un dialogue public, voir à ce qu'il se poursuive à long terme et prendre des mesures pour appuyer la Déclaration des Nations Unies sur les droits des peuples autochtones;
  - iv. publier, au plus tard le 31 mars 2016, une déclaration de la part des intervenants de toutes les confessions religieuses et de tous les groupes confessionnels quant à la manière dont ils ont l'intention de mettre en œuvre la Déclaration des Nations Unies sur les droits des peuples autochtones.
49. Nous demandons aux intervenants de toutes les confessions religieuses et de tous les groupes confessionnels qui ne l'ont pas déjà fait de répudier les concepts utilisés pour justifier la souveraineté

européenne sur les terres et les peuples autochtones, notamment la doctrine de la découverte et le principe de *terra nullius*.

### **L'ÉQUITÉ POUR LES AUTOCHTONES DANS LE SYSTÈME JUDICIAIRE**

50. Conformément à la Déclaration des Nations Unies sur les droits des peuples autochtones, nous demandons au gouvernement fédéral de financer, en collaboration avec les organisations autochtones, la création d'instituts du droit autochtone pour l'élaboration, la mise en application et la compréhension des lois autochtones ainsi que l'accès à la justice en conformité avec les cultures uniques des peuples autochtones du Canada.
51. Nous demandons au gouvernement du Canada d'élaborer, en tant qu'obligation dans le cadre de sa responsabilité fiduciaire, une politique de transparence en publiant des avis juridiques qu'il élabore, invoque ou entend invoquer en ce qui concerne la portée et l'étendue des droits ancestraux et issus de traités des Autochtones.
52. Nous demandons au gouvernement du Canada, aux gouvernements provinciaux et territoriaux de même qu'aux tribunaux d'adopter les principes juridiques suivants :
- i. les revendications de titres ancestraux seront acceptées lorsque le revendicateur autochtone aura établi qu'il a occupé le territoire en cause à un moment en particulier;
  - ii. lorsque le titre autochtone aura été établi, le fardeau de prouver toute limitation à l'exercice d'un droit résultant de l'existence de ce titre reviendra à la partie qui soutient l'existence d'une telle limitation.

### **CONSEIL NATIONAL DE RÉCONCILIATION**

53. Nous demandons au Parlement du Canada d'adopter, en consultation et en collaboration avec les peuples autochtones, des dispositions législatives visant à mettre sur pied un conseil national de réconciliation. Plus particulièrement, nous demandons que ces dispositions établissent le conseil en tant qu'organisme de surveillance indépendant de portée nationale dont les membres, autochtones et non autochtones, sont nommés conjointement par le gouvernement du Canada et des organisations autochtones nationales. Le mandat de ce conseil comprendrait, sans toutefois s'y limiter, ce qui suit :

- i. surveiller et évaluer les progrès réalisés en matière de réconciliation une fois les excuses faites, présenter un rapport annuel à ce sujet au Parlement et à la population du Canada et s'assurer que le gouvernement continue de s'acquitter, au cours des prochaines années, de sa responsabilité d'établir une bonne relation entre les peuples autochtones et l'État;
  - ii. surveiller et évaluer les progrès réalisés en matière de réconciliation à tous les niveaux et secteurs de la société canadienne et présenter un rapport à cet égard au Parlement et à la population du Canada, notamment en ce qui touche la mise en œuvre des appels à l'action de la Commission de vérité et réconciliation.
  - iii. élaborer et mettre en œuvre un plan d'action pluriannuel national pour la réconciliation, ce qui englobe des activités de recherche et d'élaboration de politiques, des programmes d'éducation du public et des ressources;
  - iv. promouvoir le dialogue public, les partenariats publics-privés de même que les initiatives publiques de réconciliation.
54. Nous demandons au gouvernement du Canada de fournir un financement pluriannuel pour les besoins du conseil national de réconciliation qui sera créé afin de s'assurer qu'il dispose des ressources humaines, financières et techniques nécessaires pour mener ses travaux, y compris la dotation d'une fiducie de la réconciliation nationale pour faire avancer le dossier de la réconciliation.
55. Nous demandons à tous les ordres de gouvernement de fournir des comptes rendus annuels ou toutes données récentes que demande le conseil national de réconciliation afin de permettre à celui-ci de présenter des rapports sur les progrès réalisés en vue de la réconciliation. L'information ainsi communiquée comprendrait, sans toutefois s'y limiter :
- i. le nombre d'enfants autochtones pris en charge — y compris les enfants métis et inuits — par comparaison avec les enfants non autochtones, les motifs de la prise en charge d'enfants par l'État ainsi que les dépenses totales engagées pour les besoins des services de prévention et de nature autre offerts par les organismes de protection de l'enfance;

- ii. une comparaison en ce qui touche le financement destiné à l'éducation des enfants des Premières Nations dans les réserves et à l'extérieur de celles-ci.
  - iii. une comparaison sur les plans des niveaux de scolarisation et du revenu entre les collectivités autochtones et les collectivités non autochtones du Canada;
  - iv. les progrès réalisés pour combler les écarts entre les collectivités autochtones et les collectivités non autochtones en ce qui a trait à divers indicateurs de la santé dont la mortalité infantile, la santé maternelle, le suicide, la santé mentale, la toxicomanie, l'espérance de vie, les taux de natalité, les problèmes de santé infantile, les maladies chroniques, la fréquence des cas de maladie et de blessure ainsi que la disponibilité de services de santé appropriés;
  - v. les progrès réalisés pour ce qui est d'éliminer la surreprésentation des jeunes Autochtones dans le régime de garde applicable aux adolescents, au cours de la prochaine décennie;
  - vi. les progrès réalisés dans la réduction du taux de la victimisation criminelle des Autochtones, y compris des données sur les homicides, la victimisation liée à la violence familiale et d'autres crimes;
  - vii. les progrès réalisés en ce qui touche la réduction de la surreprésentation des Autochtones dans le système judiciaire et correctionnel.
56. Nous demandons au premier ministre du Canada de répondre officiellement au rapport du conseil national de réconciliation en publiant un rapport annuel sur la « situation des peuples autochtones », dans lequel on pourrait présenter les intentions du gouvernement pour ce qui est de faire avancer le dossier de la réconciliation.

#### **UNE FORMATION DE SENSIBILISATION À L'INTENTION DES FONCTIONNAIRES**

57. Nous demandons aux gouvernements fédéral, provinciaux et territoriaux de même qu'aux administrations municipales de s'assurer que les fonctionnaires sont formés sur l'histoire des peuples autochtones, y compris en ce qui a trait à l'histoire et aux séquelles des pensionnats, à la Déclaration des Nations Unies sur les droits des peuples autochtones, aux traités et aux droits des Autochtones, au droit autochtone ainsi qu'aux enseignements et aux pratiques autochtones. À cet égard, il faudra, plus particulièrement, offrir une

formation axée sur les compétences pour ce qui est de l'aptitude interculturelle, du règlement de différends, des droits de la personne et de la lutte contre le racisme.

#### **LES EXCUSES DE L'ÉGLISE ET LA RÉCONCILIATION**

58. Nous demandons au pape de présenter, au nom de l'Église catholique romaine, des excuses aux survivants, à leurs familles ainsi qu'aux collectivités concernées pour les mauvais traitements sur les plans spirituel, culturel, émotionnel, physique et sexuel que les enfants des Premières Nations, des Inuits et des Métis ont subis dans les pensionnats dirigés par l'Église catholique. Nous demandons que ces excuses soient semblables à celles faites en 2010 aux Irlandais qui avaient été victimes de mauvais traitements et à ce qu'elles soient présentées par le pape au Canada, dans un délai d'un an suivant la publication du présent rapport.
59. Nous demandons aux représentants de l'Église qui sont parties à la Convention de règlement d'élaborer des stratégies d'éducation pour que leurs congrégations apprennent le rôle joué par l'Église en ce qui a trait à la colonisation de même qu'à l'histoire et aux séquelles des pensionnats, de même que les raisons pour lesquelles des excuses aux anciens élèves des pensionnats et à leurs familles de même qu'aux collectivités concernées sont nécessaires.
60. Nous demandons aux représentants de l'Église qui sont parties à la Convention de règlement ainsi qu'à toutes les autres confessions religieuses concernées, en collaboration avec les chefs spirituels autochtones, les survivants des pensionnats, les écoles de théologie, les séminaires et d'autres centres de formation, d'élaborer un programme d'études sur la nécessité de respecter en soi la spiritualité autochtone, sur l'histoire et les séquelles des pensionnats et le rôle de l'Église dans ce système, sur l'histoire des conflits religieux et leurs répercussions sur les familles et les collectivités autochtones, et sur la responsabilité de l'Église pour ce qui est d'atténuer ces conflits et de prévenir la violence spirituelle, et d'offrir ce programme à tous les séminaristes, membres du clergé et employés de ce milieu qui travaillent dans les collectivités autochtones.
61. Nous demandons aux représentants de l'Église qui sont parties à la Convention de règlement de collaborer avec les survivants et les représentants d'organisations autochtones en vue d'établir un fonds permanent destiné aux Autochtones pour les besoins de ce qui suit :

- i. projets de guérison et de réconciliation menés par la collectivité;
- ii. projets liés à la revitalisation de la langue et de la culture menés par la collectivité;
- iii. projets d'éducation et de création de liens menés par la collectivité;
- iv. rencontres régionales de chefs spirituels et de jeunes autochtones afin de discuter de la spiritualité autochtone, de l'autodétermination et de la réconciliation.

### **L'ÉDUCATION POUR LA RÉCONCILIATION**

62. Nous demandons aux gouvernements fédéral, provinciaux et territoriaux, en consultation et en collaboration avec les survivants, les peuples autochtones, et les éducateurs, de :
- i. rendre obligatoire, pour les élèves de la maternelle à la douzième année, l'établissement d'un programme adapté à l'âge des élèves portant sur les pensionnats, les traités de même que les contributions passées et contemporaines des peuples autochtones à l'histoire du Canada;
  - ii. prévoir les fonds nécessaires pour permettre aux établissements d'enseignement postsecondaire de former les enseignants sur la façon d'intégrer les méthodes d'enseignement et les connaissances autochtones dans les salles de classe;
  - iii. prévoir le financement nécessaire pour que les écoles autochtones utilisent les connaissances et les méthodes d'enseignement autochtones dans les salles de classe;
  - iv. créer des postes de niveau supérieur au sein du gouvernement, à l'échelon du sous-ministre adjoint ou à un échelon plus élevé, dont les titulaires seront chargés du contenu autochtone dans le domaine de l'éducation.
63. Nous demandons au Conseil des ministres de l'éducation (Canada) de maintenir un engagement annuel à l'égard des questions relatives à l'éducation des Autochtones, notamment en ce qui touche :
- i. l'élaboration et la mise en œuvre, de la maternelle à la douzième année, de programmes d'études et de ressources d'apprentissage sur les peuples autochtones dans l'histoire du Canada, et sur l'histoire et les séquelles des pensionnats;

- ii. la mise en commun de renseignements et de pratiques exemplaires en ce qui a trait aux programmes d'enseignement liés aux pensionnats et à l'histoire des Autochtones;
- iii. le renforcement de la compréhension interculturelle, de l'empathie et du respect mutuel;
- iv. l'évaluation des besoins de formation des enseignants relativement à ce qui précède.

64. Nous demandons à tous les ordres de gouvernement qui fournissent des fonds publics à des écoles confessionnelles d'exiger de ces écoles qu'elles offrent une éducation religieuse comparative comprenant un segment sur les croyances et les pratiques spirituelles autochtones élaboré conjointement avec des aînés autochtones.
65. Nous demandons au gouvernement fédéral, par l'intermédiaire du Conseil de recherches en sciences humaines du Canada, et en collaboration avec les peuples autochtones, les établissements d'enseignement postsecondaire, les éducateurs de même que le Centre national pour la vérité et réconciliation et ses institutions partenaires, d'établir un programme national de recherche bénéficiant d'un financement pluriannuel pour mieux faire comprendre les facteurs associés à la réconciliation.

### **PROGRAMMES POUR LES JEUNES**

66. Nous demandons au gouvernement fédéral d'établir un financement pluriannuel destiné aux organisations communautaires œuvrant auprès des jeunes pour leur permettre d'offrir des programmes sur la réconciliation, et de mettre en place un réseau national de mise en commun de renseignements et de pratiques exemplaires.

### **MUSÉES ET ARCHIVES**

67. Nous demandons au gouvernement fédéral de fournir des fonds à l'Association des musées canadiens pour entreprendre, en collaboration avec les peuples autochtones, un examen national des politiques et des pratiques exemplaires des musées, et ce, dans le but de déterminer le degré de conformité avec la Déclaration des Nations Unies sur les droits des peuples autochtones et de formuler des recommandations connexes.
68. Nous demandons au gouvernement fédéral, en collaboration avec les peuples autochtones et l'Association des musées canadiens, de souligner le 150<sup>e</sup> anniversaire de la Confédération canadienne en

2017 en établissant un programme de financement national pour les projets de commémoration sur le thème de la réconciliation.

69. Nous demandons à Bibliothèque et Archives Canada :

- i. d'adopter et de mettre en œuvre de façon intégrale la Déclaration des Nations Unies sur les droits des peuples autochtones et les « Principes Joinet/Orentlicher » des Nations Unies, plus particulièrement en ce qui touche le droit inaliénable des peuples autochtones de connaître la vérité sur les violations des droits de la personne commises à leur endroit dans les pensionnats et sur les raisons pour lesquelles une telle situation s'est produite;
- ii. de veiller à ce que les fonds documentaires liés aux pensionnats soient accessibles au public;
- iii. d'affecter plus de ressources à l'élaboration de matériel pédagogique et de programmes de sensibilisation du public sur les pensionnats.

70. Nous demandons au gouvernement fédéral de fournir des fonds à l'Association des archivistes canadiens pour entreprendre, en collaboration avec les peuples autochtones, un examen national des politiques et des pratiques exemplaires en matière d'archives, et ce, afin de :

- i. déterminer le degré de conformité avec la Déclaration des Nations Unies sur les droits des peuples autochtones et les « Principes Joinet/Orentlicher » des Nations Unies en ce qui touche le droit inaliénable des peuples autochtones de connaître la vérité sur les violations des droits de la personne commises à leur endroit dans les pensionnats et sur les raisons pour lesquelles une telle situation s'est produite;
- ii. produire un rapport assorti de recommandations en vue de la mise en œuvre complète de ces instruments internationaux en tant que cadre de réconciliation en ce qui a trait aux archives canadiennes.

#### **ENFANTS DISPARUS ET RENSEIGNEMENTS SUR L'INHUMATION**

71. Nous demandons à tous les coroners en chef et les bureaux de l'état civil de chaque province et territoire qui n'ont pas fourni à la Commission de vérité et réconciliation leurs dossiers sur le décès d'enfants autochtones dont les autorités des pensionnats avaient

la garde de mettre ces documents à la disposition du Centre national pour la vérité et réconciliation.

72. Nous demandons au gouvernement fédéral de mettre suffisamment de ressources à la disposition du Centre national pour la vérité et réconciliation pour lui permettre de tenir à jour le registre national de décès des élèves de pensionnats établi par la Commission de vérité et réconciliation du Canada.

73. Nous demandons au gouvernement fédéral de travailler de concert avec l'Église, les collectivités autochtones et les anciens élèves des pensionnats afin d'établir et de tenir à jour un registre en ligne des cimetières de ces pensionnats, et, dans la mesure du possible, de tracer des cartes montrant l'emplacement où reposent les élèves décédés.

74. Nous demandons au gouvernement fédéral de travailler avec l'Église et les dirigeants communautaires autochtones pour informer les familles des enfants qui sont décédés dans les pensionnats du lieu de sépulture de ces enfants, pour répondre au souhait de ces familles de tenir des cérémonies et des événements commémoratifs appropriés et pour procéder, sur demande, à la réinhumation des enfants dans leurs collectivités d'origine.

75. Nous demandons au gouvernement fédéral de collaborer avec les gouvernements provinciaux et territoriaux de même qu'avec les administrations municipales, l'Église, les collectivités autochtones, les anciens élèves des pensionnats et les propriétaires fonciers actuels pour élaborer et mettre en œuvre des stratégies et des procédures qui permettront de repérer, de documenter, d'entretenir, de commémorer et de protéger les cimetières des pensionnats ou d'autres sites où des enfants qui fréquentaient ces pensionnats ont été inhumés. Le tout doit englober la tenue de cérémonies et d'événements commémoratifs appropriés pour honorer la mémoire des enfants décédés.

76. Nous demandons aux parties concernées par le travail de documentation, d'entretien, de commémoration, et de protection des cimetières des pensionnats d'adopter des stratégies en conformité avec les principes suivants :

- i. la collectivité autochtone la plus touchée doit diriger l'élaboration de ces stratégies;
- ii. de l'information doit être demandée aux survivants des pensionnats et aux autres détenteurs de connaissances dans le cadre de l'élaboration de ces stratégies;

- iii. les protocoles autochtones doivent être respectés avant que toute inspection technique ou enquête potentiellement envahissante puisse être effectuée sur les lieux d'un cimetière.

### **CENTRE NATIONAL POUR LA VÉRITÉ ET RÉCONCILIATION**

- 77. Nous demandons aux bureaux d'archives provinciaux, territoriaux, municipaux et communautaires de travailler en collaboration avec le Centre national pour la vérité et réconciliation afin de trouver et de recueillir des copies de tous les documents qui se rapportent à l'histoire et aux séquelles des pensionnats, et de fournir ces documents au Centre national pour la vérité et réconciliation.
- 78. Nous demandons au gouvernement du Canada de s'engager à fournir une contribution financière de dix millions de dollars sur sept ans au Centre national pour la vérité et réconciliation ainsi qu'un montant supplémentaire pour aider les collectivités à faire de la recherche afin de produire des récits sur leur propre expérience des pensionnats et sur leur participation aux démarches associées à la vérité, à la guérison et à la réconciliation.

### **COMMÉMORATION**

- 79. Nous demandons au gouvernement fédéral d'établir, en collaboration avec les survivants, les organisations autochtones et les membres de la communauté artistique, un cadre de travail se rapportant à la réconciliation pour les besoins du patrimoine canadien et des activités de commémoration. Ce cadre engloberait notamment ce qui suit :
  - i. la modification de la *Loi sur les lieux et monuments historiques* de manière à inclure la représentation des Premières Nations, des Inuits et des Métis au sein de la Commission des lieux et monuments historiques du Canada et de son secrétariat;
  - ii. l'examen des politiques, des critères et des pratiques se rattachant au Programme national de commémoration historique pour intégrer l'histoire, les valeurs patrimoniales et les pratiques de la mémoire autochtones au patrimoine et à l'histoire du Canada.
  - iii. l'élaboration et la mise en œuvre d'un plan national du patrimoine et d'une stratégie pour la commémoration des sites des pensionnats, de l'histoire et des séquelles de ces pensionnats et de la

contribution des peuples autochtones à l'histoire du Canada.

- 80. Nous demandons au gouvernement fédéral d'établir comme jour férié, en collaboration avec les peuples autochtones, une journée nationale de la vérité et de la réconciliation pour honorer les survivants, leurs familles et leurs collectivités et s'assurer que la commémoration de l'histoire et des séquelles des pensionnats demeure un élément essentiel du processus de réconciliation.
- 81. Nous demandons au gouvernement fédéral, en collaboration avec les survivants et leurs organisations de même qu'avec les autres parties à la Convention de règlement, de commander un monument national sur les pensionnats et de l'installer de manière à ce qu'il soit accessible au public et très visible dans la ville d'Ottawa, et ce, pour honorer les survivants et tous les enfants qu'ont perdus les familles et les collectivités concernées.
- 82. Nous demandons au gouvernement fédéral, en collaboration avec les survivants et leurs organisations de même qu'avec les autres parties à la Convention de règlement, de commander un monument national sur les pensionnats et de l'installer de manière à ce qu'il soit accessible au public et très visible dans chaque capitale, et ce, pour honorer les survivants et tous les enfants qu'ont perdus les familles et les collectivités concernées.
- 83. Nous demandons au Conseil des arts du Canada d'établir, en tant que priorité de financement, une stratégie visant à aider les artistes autochtones et non autochtones à entreprendre des projets de collaboration et à produire des œuvres qui contribueront au processus de réconciliation.

### **LES MÉDIAS ET LA RÉCONCILIATION**

- 84. Nous demandons au gouvernement fédéral de rétablir puis d'augmenter le financement accordé à Radio-Canada/CBC afin de permettre au diffuseur public national du Canada d'appuyer la réconciliation et de refléter adéquatement la diversité des cultures, des langues et des points de vue des peuples autochtones; plus particulièrement, nous demandons ce qui suit :
  - i. accroître la programmation liée aux Autochtones et voir à ce qu'il y ait des invités qui parlent des langues autochtones;
  - ii. accroître l'accès équitable pour les peuples autochtones à des emplois, à des postes de direction et à des possibilités de perfectionnement professionnel au sein de l'organisation;

- iii. continuer d'offrir au public des bulletins de nouvelles et des ressources d'information en ligne qui sont consacrés aux questions d'intérêt pour les peuples autochtones et tous les Canadiens, y compris en ce qui touche l'histoire et les séquelles des pensionnats ainsi que le processus de réconciliation.
85. Nous demandons au Réseau de télévision des peuples autochtones, en tant que diffuseur indépendant sans but lucratif dont les émissions sont conçues par et pour les peuples autochtones et traitent de ces peuples, d'appuyer la réconciliation; plus particulièrement, nous demandons au Réseau, entre autres choses :
- i. de continuer d'exercer un leadership en ce qui a trait à la programmation et à la culture organisationnelle qui reflètent la diversité des cultures, des langues et des points de vue des peuples autochtones;
  - ii. de continuer d'élaborer des initiatives médiatiques pour informer et sensibiliser la population canadienne et tisser des liens entre les Canadiens autochtones et les Canadiens non autochtones.
86. Nous demandons aux responsables des programmes d'enseignement en journalisme et des écoles des médias du Canada d'exiger l'enseignement à tous les étudiants de l'histoire des peuples autochtones, y compris en ce qui touche l'histoire et les séquelles des pensionnats, la Déclaration des Nations Unies sur les droits des peuples autochtones, les traités et les droits des autochtones, le droit autochtone de même que les relations entre l'État et les Autochtones.

### **LES SPORTS ET LA RÉCONCILIATION**

87. Nous demandons à tous les ordres de gouvernement, en collaboration avec les peuples autochtones, les temples de la renommée des sports et d'autres organisations concernées, de sensibiliser le public à l'histoire des athlètes autochtones au pays.
88. Nous demandons à tous les ordres de gouvernement de prendre des mesures afin de garantir le développement à long terme des athlètes autochtones et de maintenir leur appui à l'égard des Jeux autochtones de l'Amérique du Nord, y compris le financement pour la tenue des Jeux et pour la préparation et les déplacements des équipes provinciales et territoriales.
89. Nous demandons au gouvernement fédéral de modifier la *Loi sur l'activité physique et le sport* pour appuyer la réconciliation en s'assurant que les politiques visant

à promouvoir l'activité physique comme élément fondamental de la santé et du bien être, à réduire les obstacles à la participation au sport, à accroître la poursuite de l'excellence dans le sport et à renforcer la capacité du système sportif canadien intègrent les peuples autochtones.

90. Nous demandons au gouvernement fédéral de veiller à ce que les politiques, les initiatives et les programmes de portée nationale se rattachant aux sports intègrent les peuples autochtones; nous demandons, entre autres choses :
- i. en collaboration avec les gouvernements provinciaux et territoriaux, un financement stable et l'accès à des programmes sportifs communautaires qui reflètent la diversité des cultures et les activités sportives traditionnelles des peuples autochtones;
  - ii. un programme de développement d'athlètes d'élite pour les Autochtones;
  - iii. des programmes pour les entraîneurs, les instructeurs et les autorités en matière de sports qui sont pertinents sur le plan culturel pour les peuples autochtones;
  - iv. des programmes de sensibilisation et de formation sur la lutte contre le racisme.
91. Nous demandons aux hauts dirigeants et aux pays d'accueil de manifestations sportives internationales comme les Jeux olympiques, les Jeux du Commonwealth et les Jeux panaméricains de veiller à ce que les protocoles territoriaux des peuples autochtones soient respectés et à ce que les collectivités autochtones locales participent à tous les aspects de la planification et de la tenue de ces événements.

### **LES ENTREPRISES ET LA RÉCONCILIATION**

92. Nous demandons au secteur des entreprises du Canada d'adopter la Déclaration des Nations Unies sur les droits des peuples autochtones en tant que cadre de réconciliation et d'appliquer les normes et les principes qui s'y rattachent dans le cadre des politiques organisationnelles et des principales activités opérationnelles touchant les peuples autochtones, leurs terres et leurs ressources; les mesures demandées comprennent, mais sans s'y limiter, les suivantes :
- i. s'engager à tenir des consultations significatives, établir des relations respectueuses et obtenir le consentement libre, préalable et éclairé des

peuples autochtones avant de lancer des projets de développement économique;

- ii. veiller à ce que les peuples autochtones aient un accès équitable aux emplois, à la formation et aux possibilités de formation dans le secteur des entreprises et à ce que les collectivités autochtones retirent des avantages à long terme des projets de développement économique;
- iii. donner aux cadres supérieurs et aux employés de l'information sur l'histoire des peuples autochtones, y compris en ce qui touche l'histoire et les séquelles des pensionnats, la Déclaration des Nations Unies sur les droits des peuples autochtones, les traités et les droits des autochtones, le droit autochtone et les relations entre l'État et les Autochtones. À cet égard, il faudra, plus particulièrement, offrir une formation axée sur les compétences pour ce qui est de l'aptitude interculturelle, du règlement de différends, des droits de la personne et de la lutte contre le racisme.

#### **NOUVEAUX ARRIVANTS AU CANADA**

- 93. Nous demandons au gouvernement fédéral d'examiner, en collaboration avec les organisations autochtones nationales, la trousse d'information pour les nouveaux arrivants au Canada et l'examen de citoyenneté afin que l'histoire relatée reflète davantage la diversité des peuples autochtones du Canada, y compris au moyen d'information sur les traités et sur l'histoire des pensionnats.
- 94. Nous demandons au gouvernement du Canada de remplacer le serment de citoyenneté par ce qui suit :

Je jure (ou affirme solennellement) que je serai fidèle et porterai sincère allégeance à Sa Majesté la Reine Elizabeth Deux, Reine du Canada, à ses héritiers et successeurs, que j'observerai fidèlement les lois du Canada, y compris les traités conclus avec les peuples autochtones, et que je remplirai loyalement mes obligations de citoyen canadien.



## Commission de vérité et réconciliation du Canada

360, rue Main, bureau 1500

Winnipeg (Manitoba)

R3C 3Z3

Téléphone : 204-984-5885

Numéro sans frais : 1-888-872-5554 (1-888-TRC-5554)

Télécopieur : 204-984-5915

Courrier électronique : [info@trc.ca](mailto:info@trc.ca)

Site Web : [www.trc.ca](http://www.trc.ca)

**An Ecumenical Statement on the  
*United Nations Declaration on the Rights of Indigenous Peoples:***

**Responding to the Truth and Reconciliation Commission's Call to Action 48  
March 30, 2016**

The Truth and Reconciliation Commission of Canada (TRC) released 94 Calls to Action in June 2015 “to redress the legacy of residential schools and advance the process of Canadian reconciliation.” The Calls to Action provide multiple opportunities to address and overcome more than a century of systemic discrimination and abuse in the residential school system, and to create a transformed relationship between Indigenous and non-Indigenous peoples.

The Government of Canada acted on behalf of all Canadians when it created the residential schools system. Some churches and religious communities ran the federally-funded schools as part of a national policy of assimilation spanning 160 years. The TRC has described the outcome of this policy as cultural genocide.

The church parties to the Indian Residential Schools Settlement Agreement received and promised to work with these Calls to Action. Other churches, faith communities, and ecumenical organizations have signalled their intent as well. In addition to the many statements released by churches and other faith groups in response to Call to Action #48, we the undersigned, jointly commit to Call to Action #48, to implement the principles, norms, and standards of the *United Nations Declaration on the Rights of Indigenous Peoples* as the framework for reconciliation.

The *UN Declaration* is an international human rights instrument adopted by the UN General Assembly on September 13, 2007. It affirms the inherent or pre-existing collective and individual human rights of Indigenous peoples. It does not create new rights. It provides a framework for justice and reconciliation, applying existing human rights standards to the specific historical, cultural and social circumstances of Indigenous peoples. The rights affirmed in the *UN Declaration* constitute the minimum standards for the survival, dignity, security, and well-being of Indigenous peoples worldwide.

In an executive summary of its final report, the TRC emphasized that “Canadians must do more than just talk about reconciliation; we must learn how to practise reconciliation in our everyday lives—within ourselves and our families, and in our communities, governments, places of worship, schools, and workplaces.”

Settlers in Canada have benefited, directly or indirectly, from the occupation and usurpation of Indigenous lands and resources. Indigenous peoples, however, have experienced impoverishment, oppression, dispossession from their lands, and the destruction of their cultures and spiritual practices. The root causes of this ongoing impoverishment and oppression of Indigenous peoples must be identified and, then, we must be willing to make it right.

The *UN Declaration*, with its emphasis on self-determination and consent, freedom from discrimination, and rights to spirituality, culture, lands, and resources, helps us to address the root causes of this inequity, and provides the means for us to correct it.

Call to Action #48 necessitates a fundamental reordering of our relationship, and a significant change in our identity as a country. It requires us to truly respect Indigenous peoples' right of self-determination and to acknowledge and respect nation-to-nation relationships based on mutuality and respect.

Implementing the *UN Declaration* includes examining the Doctrine of Discovery, which some faith bodies have repudiated. We acknowledge that this doctrine has had and continues to have devastating consequences for Indigenous peoples worldwide. All doctrines of superiority are illegal in international and domestic law, and immoral, and we affirm that they can never justify the exploitation and subjugation of Indigenous peoples and the violation of their human rights.

As churches and religious organizations, we have acknowledged our failures to respect the rights and dignity of Indigenous peoples. We acknowledge the harm done and are committed to journeying together towards healing and reconciliation. Many of us are on different places in that journey: some have been engaged in these questions for decades; for others, it is new terrain. But we are all committed to responding to this call.

We are strengthened in this journey by Indigenous peoples, both inside our faith communities and more broadly across Canada, who have chosen to journey with us. In these relationships, respect and understanding are strengthened, and we see the possibility for transformation.

We undertake this work in our communities of worship and beyond through educational initiatives. We support growing social, political, and legal efforts that promote the *UN Declaration*. As well, we welcome working alongside governments in Canada as they live into their stated commitments to the implementation of the *UN Declaration*.

Today we embrace the opportunity that Call to Action #48 offers faith communities to work for reconciliation and to fully respect the human rights and dignity of Indigenous peoples in Canada.

Signed by:

Anglican Church of Canada  
Christian Reformed Church  
Evangelical Lutheran Church in Canada  
The Presbyterian Church in Canada  
Religious Society of Friends (Quakers)  
The Salvation Army  
The United Church of Canada

*What follows is a statement from Archbishop Fred Hiltz, responding to the Truth and Reconciliation Commission Call to Action # 48 on behalf to the Anglican Church of Canada.*

*The response was presented at Her Majesty's Royal Chapel of the Mohawks, Six Nations of the Grand River on Saturday, March 19, 2016.*

## ***Let our “yes” be yes***

*(Based on James 5:12)*

In response to Call to Action #48 from Canada's Truth and Reconciliation Commission, I speak today on behalf of the Anglican Church of Canada.

My heart is heavy with the burden of our many sins against the Indigenous Peoples throughout Turtle Island. For every way in which we insulted their dignity and took their lands, silenced their languages and suppressed their culture, tore apart their families and assaulted their children, I must never weary of saying on behalf of our church, “I am sorry”.

My heart is humbled by the call to honour – in word and action – the UN Declaration of the Rights of Indigenous Peoples.

With many others, my heart yearns for that future in which – in the sight of the Creator – we are walking together in ways that are good and holy, right and just for all.

Contemplating what I would say today and how I might say it, I found myself drawn to the Letter of James and his word of counsel, encouraging the church of his day to be steadfast in its witness to the Gospel. This strikes me as good counsel for the church of our day, as it seeks to act on decisions made at General Synod 2010 repudiating the Doctrine of Discovery and endorsing the UN Declaration on the Rights of Indigenous Peoples. Here we have a call to let our “yes” in that historic moment be a resounding and continuing “yes”.

In renouncing the Doctrine of Discovery that drove colonial expansion – regarding “discovered lands” as empty lands; and treating the First Peoples of the land as savages to be conquered, civilized, and Christianized, our church described that doctrine “as fundamentally opposed to the gospel of Christ and our understanding of the inherent rights that individuals and peoples have received from God”[1].

I remain deeply committed to enabling our church to let its “yes” in repudiating the Doctrine of Discovery be a resounding and continuing “yes”.

While much has been written about this doctrine, it is clear there is much more education required if we are to understand the political and spiritual arrogance inherent in it, and the force with which it was upheld through strategies aimed at systemic cultural genocide. In Canada, the so-called “Indian problem” was addressed through federal policies of assimilation, forced confinement in Residential Schools established by the Government and run by the churches. History has revealed how flawed this policy was, how horrific the experience of some 150,000 aboriginal children and how lasting the impact of so much loss in their lives – loss of identity, language, and culture; loss of community and learning the ways of their ancestors, loss of “their own spiritual and religious traditions, customs and ceremonies”; loss of their dignity through assault of every kind – emotional, physical, and sexual; and perhaps most profoundly of all the many years of lost love “for the child taken and for the parent left behind”.

I call on every diocese and territory of our church to ensure opportunity for learning about the history and lingering legacy of this doctrine. I commend the growing practise of beginning meetings synods and

assemblies with an acknowledgement of the traditional territories and lands on which we gather and an expression of thanks. I commend resources produced by the Anglican Council of Indigenous Peoples and the Primate's Commission on Discovery, Reconciliation and Justice. I also commend the highly participatory Blanket Exercise designed by KAIROS, and the Mapping Exercise designed by the Primate's World Relief and Development Fund (PWRDF) and the Anglican Fund for Healing and Reconciliation.

It would be an oversight not to remember also that in the General Synod Resolution of 2010, there was a clause requesting her Majesty, Queen Elizabeth II "to disavow and repudiate publicly, the claimed validity of the Christian Doctrine of Discovery". That request was formally acknowledged and the matter referred for consideration by the Secretary of State for Foreign and Commonwealth Affairs. My hope is that there be a response in time for the commemorations marking the 150th Anniversary of Confederation next year. I am therefore requesting the General Secretary to write a letter of encouragement to that effect.

In the same session of General Synod that our church repudiated the Doctrine of Discovery, we also endorsed the UN Declaration on the Rights of Indigenous Peoples. Six years later, we are challenged by Call to Action #48 to declare a plan for how we will implement that Declaration.

By way of introduction, I reference the counsel given me by the Primate's Commission on Discovery, Reconciliation and Justice. It reads as follows:

UNDRIP must be approached and applied with a set of expectations that will inform strategy, process, and practice... There must be time for teaching and reflection that demonstrates those connections – guided by direct input from Indigenous People. ... We will need to have a gradual acceptance and acknowledgement that Church institutions and members were involved in serious violations of UNDRIP and core Christian teaching over a number of centuries. The process of compliance to Call to Action #48 should be strategically planned to be progressive, on-going and reflective.

Mindful of this counsel, I believe the full text of the UN Declaration on the Rights of Indigenous Peoples should be included in the Handbook of the General Synod and regarded as a guiding document in our relationship with Indigenous Peoples.

I am requesting that on National Aboriginal Day, June 21 or the Sunday closest there be a public reading of the UN Declaration on the Rights of Indigenous Peoples in every parish across Canada. This should be accompanied by appropriate prayers and ceremonies in keeping with Indigenous spiritual customs.

I am calling for reference to this Declaration, among others issued by the United Nations, to be included in programs of preparation of candidates for baptism and confirmation in our church, in keeping with our vows "to strive for justice and peace among all people". The Rev. Riscylla Walsh Shaw of Bolton, Ontario is developing such a program and it promises to be a very good resource. I am recommending that the UN Declaration be the subject of learning for education days in parish settings, deanery gatherings, diocesan synods and national councils of our church.

I also call on our church in every circle of its life and work to an unwavering commitment to anti-racism training, in the spirit of equipping all of us to honour our baptismal vow "to respect the dignity of every human being".

A key resource for setting the United Nations Declaration in both an historic and a present-day context is the timeline entitled "Indigenous Peoples and the Anglican Church in Canada: Timeline of an Evolving Relationship". It is the inspired work of Esther Wesley, the Coordinator of the Anglican Fund for Healing and Reconciliation, in cooperation with the General Synod Archives, Indigenous Ministries, Public Witness for Social Ecological Justice, and Communications.

I intend to hold the United Nations Declaration before the bishops of the Anglican Church of Canada. By virtue of their office they are in a unique position to help us honour one of the clauses in the General Synod Resolution to endorse the UN Declaration, that is “to encourage dioceses and parishes to urge their municipalities, provinces and territories to endorse the Declaration”. I will be inviting the bishops to share initiatives in this regard at our meeting this fall.

In the interest of building genuine partnerships, I have issued a call for a special joint meeting of the Council of General Synod and the Anglican Council of Indigenous Peoples within the next year. We are learning that genuine partnership depends on knowing one another at greater depth.

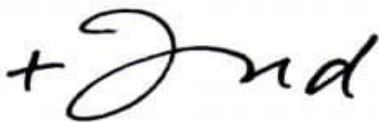
Our National Indigenous Anglican Bishop has written, “while each of the articles of the Declaration is important, the guiding thread is the right to self-determination...The Anglican Church of Canada has had moments where, coming close to such a recognition, there have been steps forward towards realizing a new relationship within this understanding...Fully complying with the UN Declaration will mean more consistent and genuine progress toward lasting self-determination for the Indigenous church, in such a way that can nurture creative relationships of equity and mutuality across the whole church.” I think Bishop Mark MacDonald is calling our church to let its “yes” be a resounding and continuing “yes”.

Along with the General Synod, two other national ministries associated with the Anglican Church of Canada are also deeply committed to the UN Declaration. One is the Anglican Foundation of Canada, which is inviting proposals for funding for community-based projects aligning with the TRC Calls to Action. The other is the Primate’s World Relief and Development Fund and its commitment – enshrined in its 2015-2018 Strategic Plan – to deepen relationships with First Nations, Métis and Inuit Peoples.

The Anglican Church of Canada has a long history of association with KAIROS and its commitment to Indigenous Rights. In 1987, we signed “A New Covenant”, an ecumenical pastoral statement that was based on the principles, norms and standards now lifted up in the UN Declaration. Today, through KAIROS the commitment is shifting to working with Indigenous Peoples to better reflect a nation-to-nation relationship.

I draw this statement to a close with an announcement. In consultation with the National Indigenous Bishop and the General Secretary, I will establish a Council of Elders and Youth to monitor our church’s honouring in word and action our church’s commitment “to formally adopt and comply with the principles, norms and standards of the UN Declaration on the Rights of Indigenous Peoples”. It is my intention to commission this Council for its work on Sunday, July 10 at General Synod 2016.

The last word in this statement is appropriately that of our National Indigenous Anglican Bishop. He writes “may the UN Declaration be our prayer, dedication and discipline in the coming years. Perhaps, our new Covenant”. I heartily concur. His word speaks to the patience and perseverance we will need in making the Anglican Church of Canada’s “yes” to the UN Declaration a resounding and continuing “yes” for all time.

A handwritten signature in black ink, appearing to read "Fred Hiltz". The signature is written in a cursive, flowing style with a large initial 'F' and 'H'.

The Most Rev. Fred Hiltz  
Primate, The Anglican Church of Canada